



CANADA

THE LABOUR AZETTE

COMMONWEALTH
TECHNICAL TRAINING
WEEK (page 219)



REF ID: A933

Published Monthly by the
DEPARTMENT OF LABOUR
CANADA

Vol. LXI

No. 3

MARCH 30,

1961

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

George V. Haythorne, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor
W. S. Drinkwater

Editor, French Edition
Guy de Merlis

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board

Vol. LXI, No. 3

CONTENTS

March 30, 1961

Employment Review	201
Collective Bargaining Review	207
Notes of Current Interest	213
House of Commons Debates of Labour Interest: A Guide	214
Commonwealth Technical Training Week	219
Central Labour Bodies Submit Annual Memoranda to Cabinet	223
43rd Annual Meeting of the Canadian Construction Association	236
Labour Legislation of the Past Decade—IV	242
Many Employers Prefer an Older Worker	251
Courses for Unemployed Women	252
50 Years Ago This Month	253
Teamwork in Industry	254
Industrial Relations and Conciliation:	
Certification Proceedings	255
Conciliation Proceedings	257
Labour Law:	
Legal Decisions Affecting Labour	265
Recent Regulations under Provincial Legislation	270
Unemployment Insurance:	
Monthly Report on Operation	273
Decisions of the Umpire	274
Labour Conditions in Federal Government Contracts	278
Prices and the Cost of Living	284
Publications Recently Received in Department's Library	285
Labour Statistics	290

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Employment and Unemployment, February

Unemployment rose by 26,000 between January and February, about average for this time of year. Employment decreased by 59,000 and the labour force by 33,000 during the month. These declines were somewhat larger than usual.

In the week ended February 18, the labour force was estimated at 6,363,000; a month earlier the estimate was 6,396,000 and a year earlier it was 6,218,000. Employment was estimated at 5,644,000, compared with 5,703,000 a month earlier and 5,619,000 a year earlier, and unemployment at 719,000, compared with 693,000 in January and 599,000 in February 1960.

Employment

Although employment in non-farm industries declined in total, there was some increase in manufacturing and services. Decreases occurred in trade and substantial seasonal declines took place in agriculture and other primary industries. Almost all of the decrease over the month was among men.

Employment was 25,000 higher than a year earlier. Rehiring in manufacturing during the month brought employment in this industry to a higher level than last year. Employment in the service industry also showed an increase over the year. The heaviest losses over the 12 months were in forestry, mining, transportation and construction. Compared with last year, employment of men was 60,000 lower; of women, 85,000 higher.

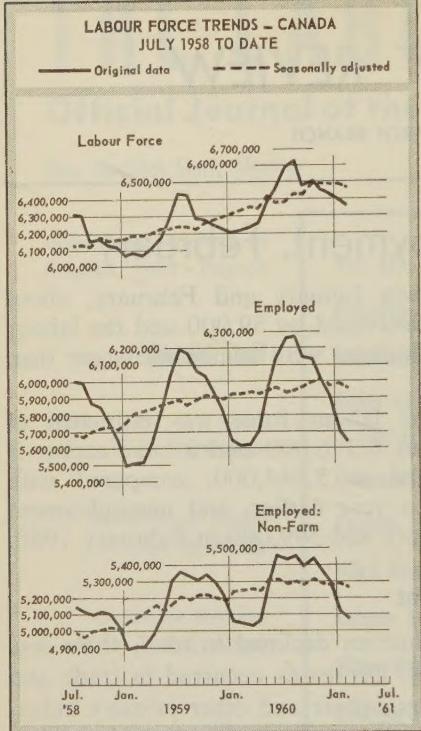
Of the estimated 5,644,000 employed in February, 4,038,000 were men and 1,606,000 women. In the preceding month, employed men totalled 4,094,000; women, 1,609,000. The employment total in February 1960 was made up of 4,098,000 men and 1,521,000 women.

Non-agricultural employment in February was estimated at 5,074,000, compared with 5,118,000 in January and 5,051,000 in February 1960. Agricultural employment was 570,000, compared with 585,000 a month earlier and 568,000 a year earlier.

The declines in employment and in the labour force between January and February were, in most regions, somewhat greater than usual. Non-farm employment declined in Ontario despite rehiring in primary steel, shipbuilding and heavy equipment manufacturing. In Quebec the employment decline was smaller than usual; this was partly the result of an upturn in textiles, clothing, rubber and leather manufacturing.

Employment was at a higher level than a year earlier in Quebec and the Prairie Provinces. In other regions, the level was about the same or moderately lower than in 1960. In all regions, employment was lower in February than in January.

Unemployment



Unemployment increased by 26,000 during the month, about the usual seasonal rise. The February total, 719,000, was about 120,000 higher than a year earlier, and represented 11.3 per cent of the labour force. Unemployment in February 1960 was 9.6 per cent; in January 10.8 per cent.

During the month, the number of unemployed men increased by 35,000. The number of unemployed women decreased by an estimated 9,000, partly as a result of rehiring in manufacturing.

There were 664,000 persons without work and seeking work, and 55,000 on temporary layoff. Of those seeking work, 108,000 had become unemployed during the month, outweighing some 74,000 who had found jobs or left the labour force during the period. Some 248,000—37 per cent of those seeking work—had been unemployed for four months or more, compared with 161,000 (29 per cent) at the same time last year.

(Additional tabulations made for January show that 49 per cent of that month's 693,000 unemployed were heads of families, a considerably higher proportion than the 42 per cent for October and 39 per cent for July 1960. Sons, daughters, or other relatives living in family units amounted to 42 per cent, and unattached persons to 9 per cent of the January unemployed. At least one member was working in 51 per cent of the 539,000 family units in which one or more members were unemployed. In the remaining 49 per cent, no one was employed; this was up from 41 per cent last October and 37 per cent last July.)

Regional Summaries

Employment in the **Atlantic** region declined more than seasonally between January and February, mainly because of a sharp drop in employment in forestry and fishing. Wood cutting and hauling were completed in most areas. Bad weather caused a reduction of activity in fishing.

Seasonal improvement was reported in some coal mines as a result of a somewhat stronger demand in local markets. In other coal mines, further short time was scheduled for the latter part of February. A cutback in employment occurred at the Sydney steel plant but most other plants in the iron and steel products industries recalled a number of workers.

Over the year, employment in the region showed little change: it was estimated at 461,000 in February this year, at 458,000 in February 1960. Housebuilding dropped below the very low level of a year ago, but government and institutional projects under construction compared well with those of the previous year. All major pulp and paper mills were reported operating

at high levels and most sawmills have continued operations without interruption. With the exception of steel production, manufacturing showed some increase over the year.

Unemployment in February was estimated at 101,000 (18.0 per cent of the labour force), compared with 84,000 (14.9 per cent) in January and 87,000 (16.0 per cent) in February 1960.

The labour force in the Atlantic region was estimated at 562,000 in February, 565,000 in January and 545,000 in February 1960.

In the **Quebec** region, employment showed little change over the month: it was estimated at 1,538,000 in February, 1,544,000 in January. In February 1960 the estimate was 1,515,000.

Log hauling was nearing completion, and as a result a number of camps closed early. Production of heavy machinery and transportation equipment (except aircraft) remained low, and some small layoffs were reported in these industries. These were partly offset by noticeable improvements in non-durable consumer goods. Considerably increased activity and new hirings were reported in textiles, leather and rubber goods and in some pulp and paper plants. Construction employment declined seasonally.

Employment was 23,000 higher than a year earlier. Virtually all of the increase took place in non-agricultural industries. In many areas, more persons were reported employed on construction than at the same time a year ago, partly because of intensification of the Municipal Winter Works Incentive Program.

Unemployment was higher than both a month and a year earlier. In February it was estimated at 260,000 (14.5 per cent of the labour force), in January at 249,000 (13.9 per cent), and in February 1960 at 242,000 (13.8 per cent).

The labour force was estimated at 1,798,000 in February, 1,793,000 in January, and 1,757,000 in February 1960.

In the **Ontario** region, employment declined 18,000 from January to February, somewhat more than in previous years. The decline was distributed evenly between men and women.

Decreased auto production was reflected in some layoffs in automobile and parts plants and in the tire manufacturing industry. There were further employment reductions in heavy electrical machinery and equipment manufacturing, and employment in textile plants remained low. Seasonally low levels of construction activity accounted for a large number of the unemployed. During the month, work on the 1960 tobacco crop neared completion, and employment in stripping, marketing and warehouse operations tapered off.

Employment increased considerably during the month, however, in the iron and steel industry, particularly in the primary plants. There were further recalls of workers to shipyards and to plants manufacturing agricultural implements, aircraft and locomotives. Employment in mining and forestry remained steady.

During the year, the number of men with jobs decreased, as employment shrank in plants manufacturing automobiles, agricultural implements and heavy electrical equipment, and in uranium mining. But the number of women with jobs increased; the employment expansion in service occupations accounted for most of the increase.

Unemployment was unchanged over the month at 202,000; in February 1960 it was an estimated 149,000. Unemployment in February was 8.6 per cent of the labour force, in January 8.5 per cent, and in February 1960, 6.4 per cent.

The labour force in February was estimated at 2,354,000, in January at 2,372,000, and in February 1960 at 2,313,000.

In the **Prairie** region, employment declined a little more than seasonally from January to February as most industries reported small decreases. But it remained higher than a year earlier, as declines in construction were outweighed by increases in public utilities and services.

Construction activity was reduced seasonally early in February when a period of very cold weather gripped many parts of the region. Winter logging programs neared completion and some transportation workers were laid off. The usual small reductions continued in trade but employment in services remained fairly steady. Slight declines were noted in manufacturing, where some demands for workers in textile and clothing factories and in pipe plants failed to outweigh continued small, widely distributed layoffs in establishments supplying the construction industry: cement and concrete plants, sash and door factories, cabinet-makers and structural steel shops. Scattered layoffs occurred in the foods and beverages industry, where meat packing plants were particularly weak.

Employment in February was estimated at 996,000, in January at 1,005,000, and in February 1960 at 979,000. Unemployment was estimated at 76,000 (7.1 per cent of the labour force) in February, at 81,000 (7.5 per cent) in January, and at 64,000 (6.1 per cent) in February 1960. The labour force was estimated at 1,072,000 in February, at 1,086,000 in January and at 1,043,000 in February 1960.

In the **Pacific** region, there was little change in employment between January and February. But there was a small rise in unemployment in contrast to slight declines in most previous years. Employment was little changed from a year earlier.

Weakness persisted in demand for lumber, plywood, shingles, and other building materials; and weather-damaged logging roads reduced labour requirements in forestry to a level lower than usual. Employment in pulp and paper production held steady, mining and smelting remained firm, and most other industries held near their seasonal employment lows, although some hirings occurred in construction.

Employment was estimated at 497,000 in February, and at 503,000 in both the month and year earlier. Unemployment in February was estimated at 80,000, which was 13.9 per cent of the labour force, in January at 77,000 (13.3 per cent) and in February 1960 at 57,000 (10.2 per cent). The labour force was estimated at 577,000 in February, 580,000 in January and 560,000 in February 1960.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	February 1961	February 1960	February 1961	February 1960	February 1961	February 1960
Metropolitan.....	11	10	1	2	—	—
Major Industrial.....	19	18	7	8	—	—
Major Agricultural.....	10	10	4	4	—	—
Minor.....	46	45	11	12	1	1
Total.....	86	83	23	26	1	1

CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Hamilton Montreal OTTAWA-HULL ← Quebec-Lewis St. John's Toronto Vancouver-New West- minster-Mission City Windsor-Leamington Winnipeg	→ HALIFAX		
MAJOR INDUSTRIAL AREAS labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Brantford Corner Brook Cornwall Farnham-Granby Fort William- Port Arthur Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Sarnia Shawinigan Sherbrooke Sydney Timmins-Kirkland Lake Trois Rivières	→ GUELPH Kingston → KITCHENER London Saint John Sudbury Victoria		
MAJOR AGRICULTURAL AREAS labour force 25,000-75,000; 40 per cent or more agricultural)	Barrie Charlottetown Lethbridge Prince Albert Reindeer REGINA ← Rivière du Loup Saskatoon Thetford-Mégantic- St. Georges Yorkton	→ BRANDON → CHATHAM Moose Jaw North Battleford		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Beauharnois Belleville-Trenton Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Drummondville Edmundston Fredericton Gaspe Grand Falls Kentville Lachute-St. Thérèse Lindsay MEDICINE HAT ← Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George- Quesnel Prince Rupert Quebec North Shore Rimouski	→ BRAMPTON → DAWSON CREEK Drumheller Galt → GODERICH Kamloops → LISTOWEL St. Thomas Stratford Swift Current Woodstock- Tillsonburg	Kitimat	
		Group 1 (Cont'd.) Ste. Agathe- St. Jerome St. Hyacinthe St. Jean St. Stephen Sault Ste. Marie Simcoe Sorel Summerside Trail-Nelson Truro Valleyfield Victoriaville Walkerton Weyburn Woodstock, N.B. Yarmouth		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see Labour Gazette, page 983, September 1960 issue.

Current Labour Statistics

(Latest available statistics as of March 15, 1961)

Principal Items	Date	Amount	Percentage Change From		
			Previous Month	Previous Year	
Manpower					
Total civilian labour force (a)....(in thousands)	Feb. 18	6,363	- 0.5	+ 2.3	
Employed.....(in thousands)	Feb. 18	5,644	- 1.0	+ 0.4	
Agriculture.....(in thousands)	Feb. 18	570	- 2.6	+ 0.4	
Non-agriculture.....(in thousands)	Feb. 18	5,074	- 0.9	+ 0.5	
Paid workers.....(in thousands)	Feb. 18	4,601	- 1.1	0.0	
At work 35 hours or more....(in thousands)	Feb. 18	N.A.	N.A.	N.A.	
At work less than 35 hours....(in thousands)	Feb. 18	N.A.	N.A.	N.A.	
Employed but not at work....(in thousands)	Feb. 18	N.A.	N.A.	N.A.	
Unemployed.....(in thousands)	Feb. 18	719	+ 3.8	+ 20.0	
Atlantic.....(in thousands)	Feb. 18	101	+ 20.2	+ 16.1	
Quebec.....(in thousands)	Feb. 18	260	+ 4.4	+ 7.4	
Ontario.....(in thousands)	Feb. 18	202	0.0	+ 35.6	
Prairie.....(in thousands)	Feb. 18	76	- 6.2	+ 18.8	
Pacific.....(in thousands)	Feb. 18	80	+ 3.9	+ 40.4	
Without work and seeking work. (in thousands)	Feb. 18	664	+ 5.4	+ 19.6	
On temporary layoff up to 30 days.....(in thousands)	Feb. 18	55	- 12.7	+ 25.0	
Industrial employment (1949 = 100)....	December	115.0	- 3.9	- 2.6	
Manufacturing employment (1949 = 100)....	December	104.2	- 3.6	- 3.9	
Immigration.....	Year 1960	104,111	--	- 2.6	
Destined to the labour force.....	Year 1960	53,573	--	- 0.1	
Strikes and Lockouts					
Strikes and lockouts.....	February	18	- 14.3	- 28.0	
No. of workers involved.....	February	1,601	- 31.8	- 59.9	
Duration of man days.....	February	20,320	- 27.8	- 59.6	
Earnings and Income					
Average weekly wages and salaries (ind. comp.)....	December	\$75.19	- 1.6	+ 3.8	
Average hourly earnings (mfg.).....	December	\$1.82	+ 1.7	+ 2.2	
Average hours worked per week (mfg.).....	December	38.7	- 4.7	+ 0.5	
Average weekly wages (mfg.).....	December	\$70.66	- 3.0	+ 3.2	
Consumer price index (1949 = 100)....	February	128.9	- 0.2	+ 1.3	
Index numbers of weekly wages in 1949 dollars (1949 = 100).....	December	131.0	- 2.7	+ 1.8	
Total labour income.....\$000,000	December	1,529	- 2.8	+ 3.1	
Industrial Production					
Total (average 1949 = 100).....	January	160.0	- 0.1	- 3.6	
Manufacturing.....	January	138.4	- 1.2	- 5.4	
Durables.....	January	133.3	- 0.9	- 10.7	
Non-durables.....	January	142.8	- 1.3	- 0.6	

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics.

See also *Labour Gazette*, September 1960, p. 983.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During February, 3,800 tobacco workers employed by the **Imperial Tobacco Company** and its associated companies in Hamilton and Guelph, Ont., Granby, Quebec City and Montreal, Que., were granted a general wage increase of 9 cents an hour in a one-year agreement signed with the **Tobacco Workers' International Union**. Consequently, in Montreal, Hamilton and Guelph, the new labour rate for male employees increased to \$1.93 an hour and the female rate became \$1.64 an hour; the labour rates in Granby and Quebec City became \$1.86½ for male employees and \$1.62 for female. In addition to the general increase, trade groups were granted an extra 10 cents an hour and semi-skilled male workers received an additional 6 cents an hour. Besides the monetary gains, all employees were granted one more paid holiday annually for a total of 12, two weeks vacation with pay after one year, three weeks after twelve years, and four weeks after 25 years service. The term of the new agreement runs from February 20, 1961 to February 19, 1962.

Important negotiations were in progress during the month for the renewal of expired agreements with two of Canada's largest electrical manufacturers, who between them employ approximately 8,000 workers. The **United Electrical Workers of America** started direct talks last October with representatives of **Canadian General Electric** plants in Toronto, Guelph and Peterborough for a new agreement to replace the precedent-setting five-year agreement that terminated at the end of 1960. In the new demands the union asked for an increase of 15 cents an hour in a one-year agreement, as well as a reduction in the 40-hour week. By the end of January, when it became apparent that the parties could not reach agreement, application was made for the services of a conciliation officer. As February drew to a close it was reported that the officer was not able to resolve all the outstanding issues and, therefore, application for the establishment of a conciliation board was made, although talks continued in the interim.

In Hamilton, **Canadian Westinghouse** applied for the services of a conciliation officer after approximately one month of direct talks with the **United Electrical Workers of America**. The U.E. opened the bargaining by presenting the company with a list of some 100 items that they wanted incorporated into the new agreement. A key proposal for the one-year contract was a change in the wage structure to establish parity with Canadian General Electric; this proposal would involve wage increases ranging from 18 cents to 38 cents an hour. In addition, they asked that the 21-cent-an-hour wage differential between men and women be reduced. A further proposed change was that the 40-hour work week be reduced to 37½ hours.

The union has also submitted proposals to improve job security provisions and tighten seniority rights in the light of changing employment conditions in the industry and the company. The size of the bargaining unit at Westinghouse has declined by 800 workers since the last agreement was signed in March 1959, and layoffs of men with as much as 15 years seniority have occurred. The company has attributed these changes in the work force to increased competition from imports and to technological changes within the

industry. In the face of this situation, the union has proposed that the older men who are displaced by younger ones in new jobs be given special training at company expense, consisting of one week's training for every year of service. This would apply where the amount of training an employee would be eligible for would be sufficient to fit him for the new job. As further protection for the employees, the union is seeking to institute provisions for severance pay at the rate of one week's pay for each year of service up to five years, one-and-one-half week's pay for each year between five and ten years and two weeks' for each year in excess of ten years of service. The company indicated that they would make a counter offer to the union, the details of which have not as yet been made public.

Duration of Negotiations

Approximately two thirds of the 173 major collective agreements that were signed during 1960 took from one to six months of negotiations before settlement was reached; well over half of these settlements were concluded after three months or less of bargaining. Of the negotiations that extended beyond six months, most of the major settlements came after seven to nine months of bargaining; in only eight major agreements did the talks extend beyond 13 months. As negotiations extended over longer periods, the proportion of agreements settled by direct bargaining between the parties diminished while the proportion of those settled after one or more stages of conciliation increased.

Of the major settlements reached during the year, 101 agreements were concluded by direct bargaining between the companies and unions; the remaining 72 required third-party assistance before settlement. Conciliation officers were able to bring parties together in 18 cases. Approximately 27,500 workers were affected by the 30 settlements that were brought about through the efforts of conciliation boards. In 19 cases, affecting more than 28,000 workers, the parties entered upon further direct discussions after the conciliation proceedings and were able to work out a satisfactory compromise settlement.

As in previous years, only a very small proportion of labour-management negotiations in 1960 resulted in work stoppages; practically all of the major collective agreements were settled through the processes of collective bargaining without recourse to strike action. Of the 173 major agreements, each covering 500 or more workers, signed during 1960, less than 3 per cent were concluded while a work stoppage was in progress.

NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING THE YEAR 1960

Collective agreements covering 500 or more workers concluded between January 1, and December 31, 1960 exclusive of agreements in the construction industry.

Stage at Which Settled	Duration of Negotiations in Months											
	3 or less		4-6		7-9		10-12		13 or over		Total	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Bargaining.....	53	96,590	33	53,540	12	18,570	3	2,450	.....	.....	101	171,150
Conciliation officer.....	5	5,230	7	22,400	3	1,600	2	3,100	1	1,900	18	34,230
Conciliation board.....	2	1,220	11	10,020	9	8,730	5	5,630	3	1,950	30	27,550
Post-conciliation bargaining.....	.....	.....	2	6,300	8	8,000	5	4,460	4*	9,600	19	28,360
Work stoppage.....	.....	.....	1	1,150	1	1,300	3	3,900	.....	.....	5	6,350
Total.....	60	103,040	54	93,410	33	38,200	18	19,540	8	13,450	173	267,640

* Includes one instance where 1,800 out of 5,000 employees were on strike.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During March, April and May (except those under negotiation in February)

Company and Location

Union

Abitibi Paper, Iroquois Falls, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Abitibi Paper, Sault Ste. Marie, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Anglo-Cdn. Paper, Quebec, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Bowater's Mersey Paper, Liverpool, N.S.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Bowater's Nfld. Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Can. Iron Foundries, Three Rivers, Que.	Moulderers (AFL-CIO/CLC)
C.N.R., system-wide	Locomotive Engineers (Ind.)
C.N.R., Atlantic & Central regions	Trainmen (AFL-CIO/CLC)
C.N.R., Prairie & Pacific regions	Trainmen (AFL-CIO/CLC) (baggage men, brakemen, etc.)
C.N.R., Prairie & Pacific regions	Trainmen (AFL-CIO/CLC) (conductors)
C.P.R., Atlantic & Central regions	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R., Prairie & Pacific regions	Trainmen (AFL-CIO/CLC)
Cdn. International Paper, N.B., Que. & Ont.	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dom. Rubber (Footwear Div.), Kitchener, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Toronto, Ont.	Pulp & Paper Wkrs. Federation (CNTU)
Dunlop Canada, Whitby, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Fraser Cos., Edmundston, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Goodrich Canada, Kitchener, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hudson Bay Mining, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC) & others
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
Kelvinator of Canada, London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont.	I.B.E.W. (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Marathon Corp. of Can., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Norton Company, Chippawa, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Province of Saskatchewan	Sask. Civil Service (CLC) (labour services)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Que. North Shore Paper, Baie Comeau, Que.	Paper Makers (AFI-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Empl. Assoc. (Ind.)
Rubin Bros. & Fashion-Craft, Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
St. Lawrence Corp., Red Rock, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

Company and Location	Union
St. Lawrence Corp., Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Sangamo Company, Leaside, Ont.	Machinists (AFL-CIO/CLC)
Sask. Power Corp., province-wide	Oil Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal, Que.	Empl. Council (Ind.)
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Tamper Limited, Lachine, Que.	I.U.E. (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Westeel Products, western provinces	Steelworkers (AFL-CIO/CLC)
White Spot Restaurants, Vancouver, B.C.	Empl. Union (Ind.)

Part II—Negotiations in Progress During February

Bargaining

Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Anglo-Cdn. Paper, Forestville, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Assoc. des Marchands Détailants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Association Patronale du Commerce, (Hardware) Quebec, Quebec	Commerce Empl. Federation (CNTU)
Atomic Energy of Can., Chalk River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
Auto dealers (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Beatty Bros., Fergus, Ont.	Steelworkers (AFL-CIO/CLC)
C.B.C., company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
Can. Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que.	I.U.E. (AFL-CIO/CLC)
C.N.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R. system-wide	Locomotive Engineers (Ind.)
Cdn. Tube & Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Cdn. Vickers (Engineering Div.), Montreal, Que.	Boilermakers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) & others
Canadian Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
C.P.R., company-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
C.P.R. Prairie & Pacific regions	Trainmen (AFL-CIO/CLC)
Collingwood Shipyards, Collingwood, Ont.	CLC-chartered local
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
Dupuis Frères, Montreal, Que.	Commerce Empl. Federation (CNTU)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside wkrs.)
Employing Printers' Assoc., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assoc., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fisheries Assoc., B.C.	Native Brotherhood (Ind.) United Fishermen (Ind.) (cannery wkrs.)
Fisheries Assoc., B.C.	United Fishermen (Ind.) (tender men)
Food stores (various), Winnipeg, Man.	Retail Clerks (AFL-CIO/CLC)
Halifax City, N.S.	Public Empl. (CLC) (inside wkrs.)
Hamilton City, Ont.	Public Empl. (CLC) (office wkrs.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside wkrs.)
Hamilton General Hospital, Hamilton, Ont.	Public Empl. (CLC)
H. J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Lakhead Term. Elevators Assoc., Fort William, Ont.	Railway Clerks (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
Moirs Limited, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal City, Que.	Public Service Empl. (CLC) (manual wkrs.)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Northern Electric, Belleville, Ont.	Empl. Assoc. (Ind.) (plant wkrs.)
Northern Electric, Montreal, Que.	Empl. Assoc. (Ind.) (phone installers & plant wkrs.)
Northern Electric, Montreal, Que.	Office Empl. Assoc. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)

Company and Location

Quebec City, Que.	.....
R.C.A. Victor, Montreal, Que.	.....
Rock City Tobacco, Quebec, Que.	.....
St. Boniface General Hospital, St. Boniface, Man.	.....
Scarborough Township, Ont.	.....
Shipping Federation of Can., Halifax, N.S., Saint John, N.B., Quebec, Montreal, Three Rivers	.....
Toronto General Hospital, Toronto, Ont.	.....
T.C.A., company-wide	.....
Vancouver Police Commissioners Bd., B.C.	.....
Winnipeg City, Man.	.....

Union

Municipal and School Empl. (Ind.) (inside wkr.)
I.U.E. (AFL-CIO/CLC)
Tobacco Wkrs. (AFL-CIO/CLC)
Empl. Union of Hospital Inst. (Ind.)
Public Empl. (CLC) (outside wkr.)

Conciliation Officer

Aluminum Co., Ile Maligne, Que.	.....
Aluminum Co., Kingston, Ont.	.....
Aluminum Co., Shawinigan, Que.	.....
B.C. Hotels Assoc., New Westminster, Burnaby, Fraser Valley, B.C.	.....
B.C. Hotels Assoc., Vancouver, B.C.	.....

Metal Trades' Federation (CNTU)
Steelworkers (AFL-CIO/CLC)

Metal Trades' Federation (CNTU)
Hotel Empl. (AFL-CIO/CLC)
Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Broadcast Empl. (AFL-CIO/CLC)
Public Empl. (CLC) (clerical empl.)
Public Empl. (CLC) (outside wkr.)
Railway Carmen (AFL-CIO/CLC)

U.E. (Ind.)**U.E. (Ind.)**

Pulp & Paper Wkrs. Federation (CNTU)

Metal Trades' Federation (CNTU)

Metal Trades' Federation (CNTU)

Glass & Ceramic Wkrs. (AFL-CIO/CLC)

Rubber Wkrs. (AFL-CIO/CLC)

Rubber Wkrs. (AFL-CIO/CLC)

Steelworkers (AFL-CIO/CLC)

Rubber Wkrs. (AFL-CIO/CLC)

Steelworkers (AFL-CIO/CLC)

Service Empl. Federation (CNTU)

Service Empl. Federation (CNTU)

Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

Steelworkers (AFL-CIO/CLC)

Rubber Wkrs. (AFL-CIO/CLC)

Railway, Transport and General Wkrs. (CLC)

Metal Trades' Federation (CNTU)

Building Service Empl. (AFL-CIO/CLC)

Public Empl. (CLC) (inside wkr.)

Conciliation Board

Metal Trades' Federation (CNTU)

Leather & Shoe Wkrs. Federation (CNTU)

Pulp & Paper Wkrs. Federation (CNTU)

Metal Trades' Federation (CNTU)

Auto Wkrs. (AFL-CIO/CLC)

Lithographers (CLC)

CNTU-chartered local

Textile Federation (CNTU)

Marine Wkrs. (CLC)

Hotel Empl. (AFL-CIO/CLC)

U.E. (Ind.)

Retail, Wholesale Empl. (AFL-CIO/CLC)

Pulp & Paper Wkrs. Federation (CNTU)

Air Line Flight Attendants (CLC)

Civic Empl. (Ind.) (outside wkr.)

Post-Conciliation Bargaining

Moving Picture Machine Operators (AFL-CIO/CLC)

15 unions (non-operating empl.)

Arbitration

(No cases during February)

Work Stoppage

(No cases during February)

Part III—Settlements Reached During February 1961

(A summary of the major terms on the basis of information immediately available. Figures for the number of workers covered are approximate.)

BABCOCK-WILCOX & GOLDIE McCULLOCH, GALT, ONT.—NATIONAL COUNCIL OF CDN. LABOUR (IND.): 1-yr. agreement covering 530 empl.—wage increase of 2¢ an hr.; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.).

CALGARY POWER, CALGARY, ALTA.—EMPL. ASSOC. (IND.): 2-yr. agreement covering 500 empl.—general wage increase of 3% retroactive to Jan. 1, 1961; further general increase of 3% eff. Jan. 1, 1962.

CONSOLIDATED PAPER, CAP DE LA MADELEINE & THREE RIVERS, QUE.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement terminating April 30, 1961 and covering 1,200 empl.—increases ranging from 11¢ to 18¢ an hr. retroactive to May 1, 1960 and further increases ranging from 4¢ to 7¢ an hr. retroactive to Nov. 1, 1960; bereavement leave; 1 additional non-scheduled holiday with pay.

DOSCO FABRICATION DIVS., TRENTON, N.S.—STEELWORKERS (AFL-CIO/CLC): current agreement covering 700 empl. extended for 1 yr. with the same wage rates and working conditions to apply.

IMPERIAL TOBACCO & SUBSIDIARIES, ONT. & QUE.—TOBACCO WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 3,800 empl.—9¢-an-hr. increase retroactive to Oct. 31, 1960; 2 wks. vacation after 1 yr. of service (formerly 2 wks. after 2 yrs.); 3 wks. vacation after 12 yrs. of service (formerly 3 wks. after 15 yrs.); 4 wks. after 25 yrs. (formerly no provision for 4 wks.).

MARATHON CORP., PORT ARTHUR, ONT.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—increase of 7¢ an hr. retroactive to Sept. 1, 1960 and a further 5¢ an hr. eff. Mar. 1, 1961 for day wkrs.; a 2%-increase retroactive to Sept. 1, 1960 and a further 1%-increase eff. Mar. 1, 1961 for piece wkrs.; on Sept. 1, 1961 work week to be reduced to 44 hrs. with 60% pay maintenance; 1 additional paid statutory holiday for a total of 7 per yr.

NORTHERN INTERIOR LUMBERMEN'S ASSOC., B.C.—WOODWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 2,500 empl.—4¢-an-hr. increase eff. Feb. 15, 1961, plus an extra 6¢ an hr. for tradesmen & 4¢ an hr. for engineers; 3¢-an-hr. increase eff. Sept. 1, 1961 plus another 3¢ an hr. eff. Mar. 1, 1962.

OUTBOARD MARINE, PETERBOROUGH, ONT.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,100 empl.—immediate increase of 2½% for hourly-paid wkrs. and 1½% for piece wkrs.; an additional 2½%-increase for hourly-paid wkrs. and 1½% for piece wkrs. both eff. Oct. 1, 1961; retroactive pay calculated on the basis of 1.875% of hrs. worked between Oct. 1, 1960 and Feb. 4, 1961; life insurance increased from \$3,500 to \$4,000; weekly sick benefit increased by \$7 to \$49 per wk. for a 26-wk. period.

PROV. HOSPITALS, WEYBURN, NORTH BATTLEFORD & MOOSE JAW, SASK.—PUBLIC SERVICE EMPL. (CLC) AND CLC-CHARTERED LOCAL: 1-yr. agreement covering 1,650 empl.—3% general wage increase; changes in the shift differential.

QUEBEC CITY, QUE.—MUNICIPAL & SCHOOL EMPL. (IND.) (OUTSIDE WKRS.): 2-yr. agreement covering 750 empl.—16¢-an-hr. retroactive to May 1, 1960; work week reduced from 5½ to 5 days.

QUE. NORTH SHORE PAPER, BAIE COMEAU, FRANKLIN & SHELTER BAY, QUE.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 3,800 empl.—settlement terms not immediately available.

SASK. GOVT. TELEPHONE, PROVINCE-WIDE—COMMUNICATIONS WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,800 empl.—4%—increase for the first yr. plus an additional 3% during the second yr.; 4 wks. vacation after 25 yrs. of service (previously no provision for 4 wks. vacation); increases in shift differentials.

SHIPBUILDERS (VARIOUS), VANCOUVER & VICTORIA, B.C.—SHIPYARD WKRS. (CLC): 3-yr. agreement covering 500 empl.—empl. earning \$2.24 an hr. or less will receive 4¢-an-hr. increase eff. Jan. 15, 1961, another 4¢ on Jan. 1, 1962 and a further 4¢ on Jan. 1, 1963; those empl. earning \$2.25 or more will receive an increase of 6¢ an hr. eff. Jan. 1, 1961, 7¢ on Jan. 1, 1962 and a further 7¢ on Jan. 1, 1963.

SILVERWOOD DAIRIES, TORONTO, ONT.—RETAIL, WHOLESALE EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—\$2-a-wk. increase retroactive to Jan. 1, 1961 plus an additional \$2 a wk. eff. Jan. 1, 1962; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 12 yrs.); double time to be paid for holidays worked; overtime rates to become eff. after 8 hrs. per day rather than after 40 hrs. per wk. as formerly.

SINGER MFG., ST. JEAN, QUE.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—during the first yr. of the agreement the work week is to be reduced from 43 hrs. to 42 hrs. with maintenance of take-home pay; in the second yr. empl. are to have an option of either an increase of 4¢ an hr. or a 1 hr. reduction of the work week; 3 days bereavement leave entitlement on the death of close relatives; improved provisions regarding layoff and re-hiring.

TORONTO TELEGRAM, TORONTO, ONT.—NEWSPAPER GUILD (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—a general increase of 5.7% retroactive to Jan. 1, 1961; a further increase of 4.9% eff. Jan. 1, 1962, and an additional 1.6%-increase eff. Jan. 1, 1963; work week to be reduced from 37½ hrs. to 36½ hrs. with the same take-home pay to become eff. Jan. 1, 1962; work week for the night shift to be reduced from 36½ hrs. to 35 hrs. with maintenance of take-home pay also eff. Jan. 1, 1962; 4 wks. vacation after 23 yrs. of continuous service (no previous provision for 4 wks. vacation).

WINNIPEG CITY, MAN.—FIRE FIGHTERS (AFL-CIO/CLC): 1-yr. agreement covering 520 empl.—no changes to be made in the agreement until a settlement is reached between the city and the public service empl., at which time fire fighters will receive the same increases as provided for the civic empl.; captain and district chiefs received special adjustments of \$20 per mo. and \$5 per mo. respectively.

NOTES OF CURRENT INTEREST

Dr. G.V. Haythorne Named Deputy Minister of Labour

George V. Haythorne, Assistant Deputy Minister of Labour since 1953, has been appointed Deputy Minister of the Department, in succession to Arthur H. Brown, who retired in December (L.G., Jan., p. 12). The appointment was announced by Prime Minister Diefenbaker in the Commons on February 28.

The new Deputy Minister, who was born in Edmonton, Alta., in 1909, is a graduate of the University of Alberta, where he received his B.A. and M.A. degrees. He continued his studies in economics at Harvard University, after which he was awarded a fellowship in the Social Research Department of McGill University and later at the Zimmern School of International Studies in Geneva. While at McGill he began work on his doctoral thesis, later published by the Oxford University Press under the title, *Land and Labour*. He returned to Harvard as a research assistant in the Department of Economics in 1937.

From 1938 to 1942, Dr. Haythorne was Secretary of the Nova Scotia Economic Council. In 1942, he was called to Ottawa

to join the National Selective Service, and became Associate Director of that body in 1943. Later, while on leave of absence from the Department, he again engaged in postgraduate studies at Harvard and received his Ph.D. in Economics in 1949.

He was awarded a Ferguson fellowship in 1947 and a Guggenheim fellowship in 1948, while at Harvard. Only last month Harvard University Press published a second of his studies, *Labor in Canadian Agriculture**.

In 1948, Dr. Haythorne was appointed Director of the Economics and Research Branch of the Department of Labour, where he remained until his promotion to Assistant Deputy Minister.

Dr. Haythorne was Chairman of the ILO Committee of Experts on Productivity at Geneva in 1952, and government delegate to the International Labour Conference in 1953. Since 1957 he has three times led the Canadian delegation to the Conference. In 1956 he was appointed Canadian representative on the Governing Body of the ILO in succession to Arthur H. Brown.

Minister Urges Co-operation On Labour-Management Problems

"There exists a whole range of particular problems coming within the purview of management and labour for solution," Hon. Michael Starr, Minister of Labour, told the Advertising and Sales Club of Montreal last month.

"In the field of productivity, technical change, wages and prices, you have the whole, intricate complex of labour-management relations; and here labour and management have the responsibility of laying aside their mutual differences and concentrating upon those interests which they hold in common, in attempting to work out these problems," he continued.

The Government does not intend to resort to coercion, but believes it has a right to expect that both labour and management will take whatever steps are necessary, the Minister said.

It is in the public interest, and of interest to labour and management, too, that Canadian industry should be competitive, not

*Published in Canada by S. J. Reginald Saunders and Company Limited, Toronto.

George V. Haythorne

only in world markets but also in the domestic market, "where foreign competition is already absorbing a big segment of the demand for manufactured goods."

It is in the public interest, "and particularly in the interest of labour and management," that in resorting to technological improvements to increase productivity and keep prices down "labour and management shall consult together to see to it that the human element is not neglected," he said.

Mr. Starr suggested it was time we gave co-operation a try, and declared that the Government was ready to assist labour and management in this. "There already exist hundreds of labour-management committees in key industries across the country; my

proposal is that these committees be expanded, that they be given more authority and that they be given the fullest possible support by both labour and management."

Earlier the Minister had listed the measures taken by the Government to stimulate the economy. "The fact remains that unemployment is everybody's business. The ultimate success of the programs we undertake will depend on the degree to which co-operation and action is undertaken by all segments of the nation."

He concluded by thanking the advertising industry for its co-operation in the Department's "Do It Now" campaign to stimulate winter employment.

Name 25 Members of National Productivity Council

Composition of the National Productivity Council was announced by Prime Minister Diefenbaker on February 28. Five of the 25 members are from organized labour.

Council Chairman will be George De Young, President, Atlas Steels Limited. Other industry members are: N. R. Crump, President, Canadian Pacific Railway Company; E. P. Taylor, President, Argus Corporation; George C. Metcalf, President, Loblaw Companies Limited; and Jean Raymond, President, Alphonse Raymond Company Limited.

Labour members are: Claude Jodoin, President, Canadian Labour Congress; Marcel Pepin, Secretary, National Metal Trades Federation (CNTU); Arthur R. Gibbons, Vice-President in Canada, Brotherhood of Locomotive Firemen and Enginemen; Michael H. Nicols, Canadian Vice-President, International Association of Asbestos Workers; John D. Carroll, Assistant to Canadian Vice-President, International Brotherhood of Boilermakers.

From agriculture and primary industry: H. H. Hannam, President, Canadian Federa-

tion of Agriculture; René Trépanier, former Quebec Deputy Minister of Agriculture; J. R. Brownlee, Chairman, United Grain Growers; H. R. MacMillan, Honorary Chairman, MacMillan and Bloedel and Powell River Company Limited; and W. S. Kirkpatrick, President, Consolidated Mining and Smelting Company.

Public members: Anna Speers, Winnipeg; H. R. Milner, Edmonton; Sidney Buckwold, Mayor of Saskatoon and President, Canadian Federation of Mayors and Municipalities; A. Russell Harrington, General Manager, Nova Scotia Light and Power Company Limited; and J. F. Cauley, Vice-Chairman, Ontario Workmen's Compensation Board.

Government: George V. Haythorne, Deputy Minister of Labour; B. G. Barrow, Assistant Deputy Minister of Trade and Commerce; Dr. John Convey, Director, Mines Branch, Department of Mines and Technical Surveys; and Dr. A. H. Zimmerman, Chairman, Defence Research Board.

The Executive Director of the Council is John Dickinson, economist, Northern Electric Company.

HOUSE OF COMMONS DEBATES A Guide to Items of Labour Interest in Hansard

(page numbers refer to *Hansard*)

January 26—TCA has established a laying off procedure designed to ease as much as possible the effects of the layoff of 104 pilots resulting from the changeover to the new jet services, and management is making every effort to find employment for those laid off, the Minister of Transport says in reply to a question (p. 1434).

Final figures on housing for 1960 show that housing starts totalled 108,858, of which 76,687 were in centres of population

of 5,000 or more, the Minister of Public Works says in reply to a question (p. 1435). Completions for the year numbered 123,757, and houses under construction at the end of the year totalled 65,773, he said.

Letting of a contract for more than \$200,000 to a shipyard in Pictou, N.S., has been approved by Treasury Board, the Minister of Transport says in reply to a question regarding the unemployment situation there (p. 1436).

The supplementary budget is approved, 164 to 36 (p. 1436).

January 30—*On the subject of checkoff of union dues for federal prevailing rate employees, no correspondence, telegrams or other documents have been exchanged between him and the National Joint Council of the Public Service of Canada since January 1, 1960, the Minister of Finance says in reply to a question (p. 1522).*

No instructions forbidding his employees to speak French, on pain of losing their jobs, have been issued by a concessionary at the Ottawa Union Station, the Minister of Transport says in reply to a question (p. 1524).

Terms and conditions of work for prevailing rate employees are determined on the basis of information provided by the Department of Labour resulting from surveys of current practices in outside employment, the Minister of Finance replies to a question (p. 1567). The answer supplied information also on the role of the Prevailing Rate Advisory Committee, sick leave, and representations by civil service staff associations.

January 31—*Statement on the dispute regarding the handling of luggage at Dorval airport is made, and the reasons for the order in council respecting operations of airport concessions given, by the Minister of Transport in answer to a question (p. 1571).*

February 1—*Percentage of the labour force unemployed, based on annual averages, in the years 1946 to 1960 inclusive, given by the Parliamentary Secretary to the Minister of Trade and Commerce in answer to a question regarding the years in that period in which the percentage of the labour force unemployed was higher than it was in 1960 (p. 1616). The figures given showed that it was higher only in 1958, when it was 7.1 per cent, compared with 7.0 per cent in 1960.*

Estimates of the number unemployed as a percentage of the labour force in the month of June in the years 1936 to 1940 inclusive were also given by the Parliamentary Secretary in reply to another question (p. 1616).

Unemployment insurance payments are being financed at present partly through the sale of securities, and losses on these sales during the last six months have totalled \$2,032,744.80, the Minister of Finance says in reply to a question (p. 1619). Payments are not being financed through advances by the Government, he said.

The number of air crew required to be on duty in the cockpit of a plane is subject to approval by the Department of Transport, the Minister of that department said in reply to a question. He gave some particulars regarding the air crew complement of TCA's newer types of aircraft (p. 1624).

No United States citizen is approved by the National Employment Service for employment on the construction of pipelines in British Columbia to do any job for which a qualified Canadian is available, the Minister of Labour says in answer to a question (p. 1626).

National oil policy has been decided on by the Government, the Minister of Trade and Commerce announces. The policy is to achieve target levels of production, which will be set from time to time. The targets are to be reached by increased use of Canadian oil in markets west of the Ottawa Valley and by some expansion of export sales. Refining capacity in Ontario will have to be increased (p. 1641).

The numbers of winter works projects in each province that have been accepted by the federal Government during 1959-60 and since the beginning of 1960-61 to January 27, 1961 are listed by the Minister of Labour in answer to a question. The total for all provinces for 1959-60 was 2,602, and for 1960-61 up to January 27 the total was 5,287 (p. 1648).

February 2—*The co-operation of industry and labour are needed to make this country's manufacturing industry competitive in the domestic and in the foreign field, and the federal Government alone cannot solve the problem of unemployment, the Minister of Labour said in reply to a question whether the answer he had made to the memorandum presented by the Canadian Labour Congress that morning indicated a change in government policy (p. 1655).*

The unions and the railway companies have been asked to reconvene in the hope that they might be able to reach a settlement of their dispute, the Prime Minister says. If the Government decides to appoint a one-man Royal Commission to establish railway wages in the hope of avoiding a national railway strike, the decision will be announced in due course, he says in reply to a question (p. 1656).

Payment of unemployment insurance benefits for the fifth week when arrangements are made between management and labour to share the work on the basis of four weeks on and the fifth week off, in order to prevent layoffs, are being made

under the present Act, the Minister of Labour says in reply to a question whether the Government would consider amending the Act to allow this (p. 1657).

In appointing census takers, the Government bears in mind factors intended to make sure that the best and most capable persons are appointed, the Minister of Trade and Commerce says in answer to a question whether the Government would give preference to the unemployed in making the appointments (p. 1659).

Publication of steel furnace capacity statistics has not been discontinued, the Minister of Trade and Commerce says in reply to a question based on a protest by the Canadian Director of the United Steelworkers over the discontinuance. What has been done, the Minister explains, is that the Dominion Bureau of Statistics has altered its weekly release on ingot production, which no longer expresses weekly production as a percentage of rated capacity. "The use of an index based on average weekly output over a representative two-year period appears to provide a much firmer basis of comparison from week to week." (p. 1661).

Debate begins on resolution preceding introduction of amendment to the Customs Tariff to define "class or kind" made or produced in Canada (p. 1661). The House adjourns without question put (p. 1698).

February 3—*Debate continues on resolution preceding introduction of amendment to the Customs Tariff (p. 1710). The debate is adjourned without question put (p. 1741).*

Second reading of Bill C-12, to provide for pay for statutory holidays and for work performed on such holidays, moved and debated without question put (p. 1741).

February 6—*National Housing Act lending in January was higher than in the same month for any other year in the history of the NHA, the Minister of Public Works states (p. 1753). Loans were requested during the month for 3,515 dwelling units, compared with 157 in January 1960, and a previous high record of 3,192 in January 1958.*

Motion that the Government should consider the advisability of amending the Unemployment Insurance Act to make available to his widow any benefits to which a Canadian worker would have been entitled is proposed by Gabriel Roberge (Megantic) (p. 1754). He said: "Evidently, the present terms of the Act will continue to apply." Benefits payable under the circumstances that would apply would cause no extra

drain on the Fund, "since only a small percentage of the people of this country would be entitled to them." After long debate, the motion is agreed to on division (p. 1775).

Motion that the Government should consider the advisability of extending old age assistance to unmarried women and widows of 60 years of age is proposed by Hubert Badanai (Fort William) (p. 1775), and after lengthy debate the House adjourned without question put (p. 1791).

February 7—*No information regarding alleged intimidation or beatings in recent years relating to the activities of Hal Banks and the SIU is under study by his department, the Minister of Labour says in reply to a question (p. 1798).*

Advertisements in British newspapers seeking radio and television technicians for employment in Canada were placed without the previous knowledge or approval of her Department, the Minister of Citizenship and Immigration says in reply to a question (p. 1800). Employers who follow this practice have no assurance that candidates recruited directly by them without clearance with the NES will be allowed to come to Canada.

Debate continues on resolution preceding introduction of amendments to the Pension Act to provide increases to disabled veterans and their dependents (p. 1801).

Number of men temporarily laid off by the CNR as a result of a break in service because of recent floods in B.C. was 217. At January 31 all had been re-employed, the Minister of Transport says in reply to a question (p. 1839).

February 8—*Number of unemployed as a percentage of the civilian labour force for June each year, 1931 to 1935 inclusive, was: 1931—11.6 per cent; 1932—17.6 per cent; 1933—19.3 per cent; 1934—14.5 per cent; 1935—14.2 per cent, the Parliamentary Secretary to the Minister of Trade and Commerce says in reply to a question (p. 1841).*

Number of persons whose unemployment benefit entitlements were cancelled as a result of cancellation of contributions found to have been not bona fide, from July 1, 1957 to December 31, 1960, given by the Parliamentary Secretary to the Minister of Labour in answer to a question (p. 1843).

Payments to provincial governments for unemployment assistance in respect of fiscal 1959-60 was \$36,579,658, G. E. Halpenny, Minister without Portfolio, replies to a question. The separate amounts paid to each

province are also listed. The numbers of persons assisted, by provinces, in June 1960, the latest month for which complete figures are available, are also given by the Minister, the total for all provinces being 339,918 (p. 1843).

Estimated employment on winter works projects as of February 7 totalled 95,245, it was indicated by figures supplied by municipalities, the Parliamentary Secretary to the Minister of Labour replies to a question (p. 1845).

Total number of vacancies notified through all NES offices for the years 1953-60, by year, and total number of placements by the NES for the same years, given by the Parliamentary Secretary to the Minister of Labour to a questioner (p. 1846).

Canadian Car plant in Fort William has been kept running for the last two years "because of the pressure we have put on," the Minister of Defence Production says in replying to a question asking whether he had recently had discussions with representatives of the workers at the plant regarding possible defence contracts. His Department was trying, with the consent of management, to obtain defence production sharing work (p. 1853).

Preliminaries to engineering study of feasibility of Chignecto Canal are now under way, the Minister of Public Works tells a questioner (p. 1854).

Debate continues on resolution preceding introduction of amendments to the Pension Act (p. 1855). The House adjourns without question put (p. 1873).

February 9—*Reports that welfare officers are threatening with deportation immigrants who apply for welfare benefits are entirely untrue*, the Minister of Citizenship and Immigration says in reply to a question (p. 1876).

There is no new interpretation of unemployment insurance regulations with regard to the contract of service, the difference now being that the regulations are being enforced, the Minister of Labour replies to a question (p. 1878). He was not aware that the enforcement of these regulations was detrimental to the winter works campaign, he replies to a further question.

Study of the Clark report dealing with the United States pension system is continuing, the Minister of National Health and Welfare says in reply to a question (p. 1880).

Bill C-67, to amend the Pension Act, introduced and given first reading (p. 1899) after debate on the resolution preceding introduction is resumed (p. 1881).

Significant developments in immigration during 1960 are reviewed by the Minister of Citizenship and Immigration when introducing estimates for her department (p. 1899). Canada continues to be in a position to encourage and stimulate suitable increases in immigration "when economic and other circumstances justify," she reports (p. 1900).

February 10—*No decision to order a series of on-the-spot inspections of unemployment conditions in the hard hit areas of Canada, similar to those being made in the United States, has been made by the Government*, the Minister of Labour tells a questioner (p. 1925).

Bill C-67, to amend the Pension Act, given second reading and referred to the standing committee on veterans affairs (p. 1934).

February 13—*This Government does not wish to interfere with the affairs of management and labour in their respective spheres. We feel the initiative should lie with them alone*, the Minister of Labour replies when asked whether he was prepared to call a conference of industry and labour in order that he might put before it his views on the steps the parties might take to increase productivity and to bring down costs so that Canadian goods might be able to compete in foreign and domestic markets. The question was based on the Minister's reply to the CLC's memorandum (p. 1970).

Private member moves resolution preceding introduction of an amendment to the Income Tax Act to provide for exemption from tax of sums paid for tuition fees in universities and other educational institutions, as well as the cost of textbooks and scientific equipment used in education (p. 1982). The hour for private members' bills ends before the question is put (p. 1991).

An indentured apprentice, if unemployed and eligible for unemployment insurance benefits before entering his regular training period in a training centre, may continue to draw these benefits, the Minister of Labour says in reply to a question. Matter of allowing apprentices to draw the benefits during their training period in technical institutes is being considered by the Unemployment Insurance Commission (p. 2010).

February 14—*Construction of 20 pilot models of the Bobcat armoured tracked carrier will be confined to the Montreal plant of Canadian Car Company*, the Minister of Defence Production says in reply to a question after his announcement of the placing of an order for the pilot models (p. 2011). The questioner wanted to know if the Company's Fort William plant would be doing any of the work.

Postponement of a 100-unit low rental housing project in Saskatoon did not result from a change in federal Government policy, which has not changed since legislation was passed last November, the Minister of Public Works tells a questioner (p. 2018).

Second reading of Bill C-15, to amend the Canada Elections Act to reduce the voting age to 18 years, moved by Frank Howard (Skeena) (p. 2033). Debate continues until the hour for consideration of private bills expires (p. 2041).

February 15—Profit and losses on sales of securities by the Unemployment Insurance Fund between October 1, 1958 and January 31, 1961, by quarters, given by the Minister of Finance in reply to a question. The reply gives also details of government advances to the Fund, repayments by the Fund, rate of interest paid on advances, and rates of interest earned (p. 2062).

Persons admitted to Canada from the United States since January 1960 for temporary employment in the construction of pipelines in British Columbia total 17, the Minister of Citizenship and Immigration tells a questioner. Before such persons are admitted, and when it is considered that the employment of a permanent resident may be adversely affected, the NES is consulted to ensure that the services of local residents with the required qualifications are not available, the Minister says (p. 2064).

Contributions by fishermen to the Unemployment Insurance Fund in each fiscal year since 1957-58, when they first became covered, ranged from \$359,204.82 in the first year to \$472,281.94 in the period April to December 31, 1960. The Parliamentary Secretary to the Minister of Labour lists the amounts in reply to a question (p. 2066).

Motion for adjournment to discuss a matter of urgent public importance—unemployment—is not accepted by the Speaker (p. 2067).

Request for calling of Labour estimates in order to provide immediate opportunity to discuss unemployment situation is rejected by the Prime Minister, who says the Department of Labour estimates will be among those called on Monday (February 20) (p. 2069).

Under the Municipal Winter Works Program, the suggestion that 200,000 persons might be employed on- and off-site has been about fulfilled, the Minister of Labour says in reply to a question (p. 2070).

The Government has no authority to require General Motors of Canada to say whether or not it is preparing to move its

motor plant out of Windsor, the Prime Minister says in reply to a question prompted by a telegram sent by George Burt, Canadian Director of the UAW, but he thought "any fears of early action in that regard are not well founded." (p. 2071).

If Canadian Car Co. is the successful tenderer for a contract to produce the Bobcat vehicle, production could take place at Fort William, but, the Prime Minister says, it is extremely doubtful whether the company could compete if it manufactured the Bobcat vehicle in Fort William (p. 2074).

Further debate on resolution preceding introduction of amendment to the Customs Tariff (p. 2081).

February 16—No consultation on a portable pension plan has been held between representatives of the Ontario and the federal Governments, the Minister of National Health and Welfare says in reply to a question (p. 2099).

February 17—Legislation to compel disclosure of certain details of the operations of foreign-controlled corporations and trade unions carrying on activities in Canada is introduced by the Minister of Justice, and Bill C-70 read the first time (p. 2147).

Employment and economic policy debated on supply motion (p. 2197), and the Leader of the Opposition moves a vote of non-confidence (p. 2207). The House adjourns without question put.

February 21—Debate resumes on non-confidence motion (p. 2249). Amendment to the amendment moved by Frank Howard (Skeena) (p. 2253); it is defeated 147-41, and the amendment, too, is defeated by 147-41 (p. 2276).

Request for action on closing of Nova Scotia coal mines made by H. J. Robichaud (Gloucester) (p. 2277).

First item of the estimates of the Department of Labour is introduced (p. 2288).

Average number of non-operating employees of the CNR was 75,114 in 1950 and 67,671 during the period January to November 1960, the Minister of Transport tells a questioner. The averages for other years listed in answer to another question as follows: year 1939, 51,146; year 1942, 60,604 (p. 2290).

February 22—Balance in the Unemployment Insurance Fund on January 31 was \$283,742,150.10, in comparison with the following amounts on January 31 in each of the four previous years, as follows: 1960—\$445,885,387.32; 1959—\$586,990,920.89; 1958—\$838,917,440.79; 1957—\$916,429,-487.77 (p. 2294).

Commonwealth Technical Training Week

Governor-General proclaims week of May 29-June 4 as "Commonwealth Technical Training Week in Canada." Two-day meeting in Ottawa of representatives of governments and national organizations adopts resolution urging full support

The week of May 29 to June 4 this year will be observed as Commonwealth Technical Training Week in Canada. This week was proclaimed early in February by His Excellency the Governor-General (see box, page 220).

Observance of a special week to focus attention on technical training was first suggested by the Duke of Edinburgh, who proposed that such a week be observed throughout the Commonwealth this year. Several other Commonwealth countries are planning to observe the Week at the same time as Canada, and it is likely that all the members of the Commonwealth will participate. So far, eight out of eleven dominions have adopted the idea.

A few days after the Governor-General issued his proclamation, a meeting of representatives of the federal Government, the provincial governments, and a number of national organizations, held in Ottawa, passed a resolution asking the provincial governments across Canada to give their full support to the observance of the Commonwealth Technical Training Week in Canada. Approached by Prime Minister Diefenbaker before the meeting was called, all provincial premiers had expressed enthusiastic agreement with the proposal that Canada participate in the observance.

The meeting was addressed by Hon. Michael Starr, Minister of Labour; George V. Haythorne, Assistant Deputy Minister of Labour; C. R. Ford, Director of the Vocational Training Branch of the Department of Labour; and George Blackburn, Director of the Information Branch of the Department.

More than 60 delegates were present at the meeting. All the provincial governments were represented, as also were the Yukon Territory and the Northwest Territories. Delegates attended from 17 national organizations, representing education, management, labour, agriculture, municipal government, and other groups. Seven federal departments and agencies were also represented.

A second meeting was held the next day between provincial Deputy Ministers of Education and Directors of vocational and technical education, and officials of the federal Vocational Training Branch, Department of Labour, to discuss details of the federal-provincial agreements under the new Technical and Vocational Training Act.

All local offices of the Unemployment Insurance Commission have been instructed to co-operate fully and take an active part in programs in connection with the Commonwealth Technical Training Week.

Minister of Labour

Mr. Starr occupied the chair during the early part of the meeting, and spoke of the need for the development of a larger supply of skilled manpower through technical and vocational training. He outlined the steps that had so far been taken to organize the observance of the Week in Canada.

The "enthusiastic" agreement of all provincial premiers, "coupled with the readiness with which the various national organizations responded to our invitation to attend this meeting, is a good indication that the Week will be a success," Mr. Starr said.

As Minister of Labour, he was particularly pleased, he went on, that the observance of this week came at a time when in Canada a vigorous program of expansion in vocational training was being embarked upon.

"With the assistance available under the new Technical and Vocational Training Act and stepped-up activities by the provinces, we can look forward to a 50-per-cent increase in technical and vocational training facilities over the next few years," he said.

He hoped that these facilities would provide for greatly expanded programs of technical training as part of the total educational program of secondary schools, he continued. This would help to answer the "drop-out" problem, and would make possible the training of the kind needed today by persons who had already left school.

In both kinds of training, close co-ordination between industrial and educational bodies was essential. To achieve this co-ordination, a new look was needed at the part played by management and union organizations, government agencies, national and local educational bodies and by others interested in improving the technical qualifications of our people, Mr. Starr said.

At the meeting the next day to discuss the new agreements, the Minister pointed out that the new legislation was designed to meet conditions that had been developing in Canada in recent years.



Government House Ottawa

Now, as perhaps never before, Canada's future progress, prosperity and security are dependent on the educational level, the technical knowledge and skills of our people.

The use of advanced technology is removing back-breaking drudgery from more and more areas of work, and at the same time raising the efficiency of production. This trend gives a new importance to the highly trained worker. Unskilled and semi-skilled employment is being reduced and has now reached a point where it represents only thirty per cent of all employment in Canada.

To those already in the labour force it means, in many instances, upgrading their skills or retraining to prepare for changing employment opportunities.

To the youth of Canada it means that they not only must remain at school longer, but more of them must seek out apprenticeship, the trade school, the vocational school, and the technical institute.

To Canadian employers it means training opportunities must be greatly expanded.

And to all those who have the responsibility of organizing formal education and training, it means methods and facilities must be constantly reviewed and improved.

It is to focus attention on these matters that H.R.H. the Duke of Edinburgh has suggested the observance of a Technical Training Week throughout the Commonwealth this year.

Accordingly I am happy to proclaim the week of May 29 to June 4, 1961, for this purpose and to declare it be known as "Commonwealth Technical Training Week in Canada". I hope Canadians in all walks of life will take an active interest in and will give their full support to the important objectives of this week.

February, 1961

(Sgd.) GEORGES P. VANIER

Canada had never provided enough training to meet its demands for skilled manpower, but had always relied to a large extent on skilled and technical workers from other countries, he said. In many occupations we have relied too heavily on workers' picking up their skills and technical knowledge on the job by informal means.

"We are now in a period when we can no longer afford the luxuries of indifferent preparation and use of our manpower resources," he said.

Mr. Starr told the meeting, "We are in competition with nations of the world where the development of human resources is

planned on a broad scale. In these countries the development of manpower potential is given a high priority and technical and vocational training is a continuing process from school through years of employment."

Other reasons mentioned by the Minister for additional attention to technical and vocational training were:

—The number of young people 15 to 19 years of age has increased by a quarter of a million in the past 10 years, will increase by half a million in the next five, and during the last half of the sixties will grow at an even greater rate.

—The demand for highly skilled and trained technical workers is increasing much more rapidly than employment, and occupations requiring a high level of technical knowledge are being pushed rapidly to the fore.

—It is increasingly necessary for a worker to have an understanding of the knowledge basic to his job, and this can be acquired only through organized training programs.

—We cannot expect to benefit from immigration of skilled and technical workers as we have in the past. Industrial technology is increasing in the countries from which most of these people come and the need for them at home is as great as ours.

"Canadian youth must have the opportunity to prepare for the positions that are available at present in Canadian industry and that will be developing in the future," the Minister declared.

There were two kinds of training jobs to be done:

1. "We must provide appropriate training for those who are still in school to help them make a better transition from school to work.

2. "We must also provide training for those who have left school, both the employed and the unemployed, so that they may be upgraded to meet changing requirements."

For both, development of a closer working relationship with industry is necessary. The development of such arrangements is one of the objectives of the Technical and Vocational Training Assistance Act, he said. He then outlined the major points of the new Act (see box, page 222).

Mr. Starr emphasized that additional federal assistance has not been provided to relieve or reduce the provincial governments' responsibility, but was designed "to encourage and make possible the development of those programs which are required for the training of Canada's labour force."

George V. Haythorne

One of the main values of the Commonwealth Technical Training Week was that it provided an opportunity to emphasize the need for developing the technical training that is vital to Canada, said George V. Haythorne, Assistant Deputy Minister of Labour, who outlined the broad aims of the Week so that the meeting would be better able to discuss the provincial and local programs that might be developed.

This emphasis should not stop with the Week, but should rather be part of "an on-going program of technical and vocational training," Mr. Haythorne said.

Among the groups to which the activities of the Week should be directed were, first of all, parents and students. In the past we had been inclined to think that career opportunities were limited in technical jobs, he said, but with proper educational and technical training, workers today could look forward to more opportunities in them.

Parents should know that technical occupations today differed markedly from the blue-collar occupations of the past in the quality of training and the mental effort needed in preparing for them.

Youth should recognize the need for taking fuller advantage of opportunities for education suited to rapidly changing employment opportunities, and education that would serve as a basis for more advanced training in schools or in industry. Education was needed also to enable them to become better informed citizens in a more highly technological age, and to be better able to profit by the increased leisure that was to be expected in the future. The latter was especially important when more jobs are becoming routine.

The Week's activities should be directed secondly to industry, both to management and to labour. More apprenticeship and in-plant training was needed in all industries. A recent survey by the Department of Labour had shown that fewer than a third of the firms in a number of leading industries had apprenticeship training. Where training was available, the number of trainees was usually small. And fewer than a sixth of the firms surveyed were giving technician training.

A closer liaison between industry and education was also needed, Mr. Haythorne said. This was important so that not only those at school, but also those at work but liable to layoff, and those actually unemployed, might be given training that would be beneficial to them and to industry.

The third group to which the activities of the training week should be directed were the educational authorities themselves, who help to mould educational programs and policies, the speaker said.

"The current upsurge in population of the training age 15-19 has only reached the half-way mark. This underlines the need for much greater and improved facilities," Mr. Haythorne pointed out.

Facilities have been increasing, but 80 per cent of the students are being offered the professions as a goal and yet only 10 per cent of all students are at present going on to university, and even if the numbers were doubled or tripled the overwhelming majority would still be left without any special help in the transition from school

Major Points of Technical and Vocational Training Assistance Act

1. Provision is made for a federal contribution of 75 per cent of provincial government capital expenditures for technical and vocational training facilities up until March 31, 1963 and 50 per cent thereafter, without the limit of a quota allotment.

2. Provision is made for contributing 75 per cent of the costs of training unemployed when a minimum number of training days is given in each fiscal year.

3. The federal Government will contribute 50 per cent of the costs of training all other persons who have left the regular secondary schools, without the limit of a quota allotment. This includes training of the disabled, supervisors and other workers in industry and trade and occupational training of all kinds whether in manufacturing, agriculture, fishing, forestry or any other primary or secondary industry.

4. Provision for a federal contribution of 50 per cent of the costs of training technical and vocational teachers, supervisors and administrators who are so essential to the developing programs.

5. For the operational costs of the programs at secondary school level, a quota allotment is again provided in much the same manner as under the Vocational and Technical Training Agreement No. 2.

6. Student Aid will be continued in the same manner as was provided in the previous agreement.

7. Both the preparation and servicing of vocational correspondence courses will be a shareable cost, under any of the programs.

The Vocational Training Advisory Council is to be continued with two additional members. In addition, provision is made for the continued development of standards and research.

to work. Some lack the interests or capacity for further education, at least of the type being offered the 80 per cent. "But surely it is here that an enlarged and improved technical and vocational training program can make an extremely important contribution to Canada," Mr. Haythorne suggested.

Has our educational system failed because it is unable to appeal to the 60 or 70 per cent of the students who were not going to university, and who were capable of profiting by higher education? He suggested that to help those who enter Grade 9 with high hopes only to fail in the next year or two was a challenge to us all.

There was a fourth group to which an appeal must be made, and this was the public at large, Mr. Haythorne said. The appeal to this group should stress the relation of education to employment, he believed. A survey of the unemployed, made last winter, demonstrated the importance of this relation. The survey found that among those who had not completed primary school education the rate of unemployment was 20 per cent; among those who had finished primary school, 10 per cent; and among those who had completed secondary school, only 3 per cent.

In manufacturing, unskilled jobs were declining, and even in clerical work the demand in semi-skilled occupations was beginning to slacken. On the other hand, the number of openings for highly skilled specialists were increasing.

Basic school work was the foundation of technical and vocational training, and there was no suggestion that the latter forms of education should replace it or be introduced too early, Mr. Haythorne remarked. But the public must realize that technical

and vocational schools were essential in their proper place. It is becoming clear that a country's standard of living cannot be maintained, let alone improved, unless as many people as possible possess adequate education and marketable skills, he said.

C. R. Ford

Since this Technical Training Week is concerned with people, programs arranged in connection with it must reach out to them in their home communities, C. R. Ford, Director of the Vocational Training Branch of the Department of Labour, told the meeting.

The function of the federal Government in connection with the Week would be to co-ordinate the program arranged at lower levels, to make available the services of the Department and the assistance of its officials, and to carry out a national publicity campaign. It might also provide speakers and speakers' kits.

The provincial governments would assist in organizing local community programs and discussions between industry and local officials; and would enlist the co-operation of the school system and municipal organizations. It might also provide publicity.

The national organizations, which are interested in people and their problems, could encourage their local organizations to participate, Mr. Ford suggested.

Local programs and activities could be arranged by municipalities, schools, parishes and other local bodies.

The speaker suggested that the kind of activities that could be carried on might include programs arranged by service clubs,

boards of trade and other local organizations. Examples he mentioned included exhibits at schools, exhibits of new devices to aid training and of new tools, speeches, discussions, and study groups. Awards and scholarships might be announced during the Week, he said.

Young people should be encouraged to take an active part in this week, through student field trips that might take the form of tours of industries for students from schools and technical schools. Poster and essay contests, special conferences and meetings by trade union organizations might be arranged during the Week.

The purpose of the Week, Mr. Ford said, was to create a climate for a realistic appreciation of the importance of technical training, and to provide information about what is happening in Canada in connection with such training, and the opportunities that exist for trained people.

The promotion of an awareness of the need for technical training and the provision of information about such training should continue after the Week ends, Mr. Ford proposed.

George Blackburn

George Blackburn, Director, Information Branch, Department of Labour, outlined the steps taken so far by his Branch in connection with the Commonwealth Technical Training Week.

A pamphlet on the Week and its objectives was well advanced, and another pamphlet for school children, emphasizing the need for staying at school and getting all the training possible, was planned, he said.

He then offered several suggestions to the meeting.

Resolution

After the principal speakers had addressed the meeting, there was a period for discussion. Each of the delegates reported on the steps taken, or proposed to be taken, by the organization he represented in connection with the observance of the Week.

All the delegates declared the readiness of their organizations to give all the support they could to the observance.

Toward the end of the meeting, F. E. MacDiarmid, Deputy Minister of Education for New Brunswick, presented the report of the committee appointed earlier in the meeting to make recommendations regarding the organization of the Technical Training Week campaign.

The committee recommended that the meeting adopt the following resolution:

Whereas the Conference on Commonwealth Technical Training Week in Canada, meeting in Ottawa under the chairmanship of Hon. M. Starr, Minister of Labour, on Feb. 7, 1961 has been made aware of the great responsibility for co-operation which rests on industry, education, labour and other agencies of the national economy in making a concentrated effort to develop and promote all means of creating a trained manpower force to cope adequately with present and future needs, therefore:

Be it resolved that this Conference go on record as requesting the full support of provincial governments across Canada, as well as the Yukon Territory and the Northwest Territories, in promoting by whatever means possible the observance of Commonwealth Training Week in Canada under the sponsorship of His Royal Highness The Duke of Edinburgh.

This resolution was passed unanimously.

Central Labour Bodies Submit Annual Memoranda to Cabinet

Canadian Labour Congress, Confederation of National Trade Unions, and National Legislative Committee of International Railway Brotherhoods make legislative and administrative recommendations. Government replies with lengthy statement

Canada's three central labour organizations presented their annual memoranda of legislative and administrative recommendations to the federal Cabinet early last month.

An unusually large delegation from the Canadian Labour Congress—it numbered almost six hundred—accompanied Congress officers at the February 2 presentation. And almost the entire Cabinet was present for the CLC submission.

The Confederation of National Trade Unions presented its brief on the same day

as the CLC; the National Legislative Committee of the International Railway Brotherhoods, the next day.

Another departure from the usual procedure this year was the presentation, to the CLC and the CNTU, of a prepared reply by the Government. Delivery of the reply was entrusted to the Minister of Labour, who spoke almost as long as it took the labour spokesmen to read their memoranda.

Another new feature this year was the canvass of Members of Parliament that the

CLC conducted during the afternoon after making its submission in the morning. The canvassers attempted to obtain from the M.P.s answers to questions drafted by the Congress. The results are being tabulated.

The CLC and the CNTU gave most emphasis in their briefs to unemployment. The Railway Brotherhoods expressed concern

about unemployment among railwaymen caused by automation, but devoted the largest part of its submission to the question of compensation for railway employees who lose their jobs through abandonment of branch lines, closing of stations, and removal of divisional points and terminals.

CANADIAN LABOUR CONGRESS

There is a long-run trend toward rising unemployment in Canada because the economy is "just not growing fast enough to provide jobs for all the people who are looking for them," the Canadian Labour Congress said in its annual memorandum to the federal Cabinet, presented on February 2.

"In each recession, unemployment is worse than the one before; after each recovery, it settles down at a higher level than in the one before."

The "really alarming" thing about present unemployment, the brief declared, is that "most of it is neither seasonal nor recessional unemployment."

To deal with this situation it is necessary to take steps to stimulate the country's economic growth, "to get the economy moving again," the Congress contended.

The memorandum was presented by a large delegation led by Claude Jodoin, President of the Congress, to Prime Minister Diefenbaker and 19 members of the Cabinet. The CLC delegation numbered almost 600.

The Prime Minister spoke briefly, after Mr. Jodoin's reading of the brief was completed. The greater part of the Government's reply was given by Hon. Michael Starr, Minister of Labour.

The CLC Brief

Most emphasis in the 10,000-word document was placed on unemployment, but the brief dealt also at some length with social legislation, the railway wage dispute, taxation, and international affairs.

The CLC said that it saw no possibility of securing and maintaining the necessary rate of industrial growth "except by a massive expansion in the public sector of the economy, without reduction in the private sector.

"We believe this involves temporary deficit financing. We are convinced that, with the present massive underemployment of both plant and manpower, this does not involve any danger of inflation" the Congress said.

The brief quoted a statement by F. T. Denton of the research staff of the Senate Committee on Manpower and Employment that in order to get unemployment down to 3 per cent of the labour force and keep it there, it would be necessary to find about a million extra jobs in the course of the next five years. This was equivalent to between 18 and 20 per cent more non-farm jobs than we have now. But during the last five years the increase in the number of non-farm jobs had been only about 16 per cent, the CLC pointed out.

The CLC believed in the need for a vigorous attack on seasonal unemployment, depressed areas and industries, and training and re-training, and had already made proposals on all those problems. But it was convinced that such an attack would not be fully successful "unless 'we get the economy moving again,' so that there will be enough jobs to go round."

The Congress welcomed the measures already taken toward this end, and the further measures proposed in the Speech from the Throne. But it urged the Government "to go farther and faster in the same direction, and not to be frightened off by the direful warnings of people who are fighting the old war against inflation instead of the new war against unemployment."

Prompt action was urged to get people back to work by reducing taxes on small incomes and by raising old age pensions and family allowances.

The CLC urged the passing of a Full Employment Act that would provide a clear-cut recognition by Parliament of the importance of full employment as a national policy, and would lay upon the Government the obligation to implement this policy. Regular reports by a Council of Economic Advisers was one of the provisions recommended for inclusion in the Act.

The centralization of the administration of employment and welfare matters that come under federal jurisdiction by placing these matters under the Department of Labour, was an administrative change recommended in the brief.

The Department of Labour "should take over the recruitment and placement functions of [the Department of] Citizenship and Immigration and place them under the National Employment Service."

"The Service itself should be strengthened... by mandatory registration of job vacancies, better staffing, research, job training and retraining programs, etc.—to make it a more effective instrument in building up employment."

"By handling unemployment assistance payments, the Department would be in much closer touch with the provinces and be directly aware of the volume of unemployment for which assistance is being paid."

(Later, in discussing immigration, the CLC said the Immigration Department's placement function was "frequently in conflict with the work done by the National Employment Service, and we think that the latter is the better qualified body by its very nature to handle the placement of immigrants.")

The brief emphasized "the importance of restoring the prosperity of the agricultural sector of our economy." The farmers, despite urbanization and industrialization, were still important both as producers and as consumers, and were entitled to a reasonable degree of economic security.

Export Trade and Secondary Industries

The CLC expressed satisfaction at the increase in exports in 1960 compared with 1959 and commended the steps taken by the Government to provide export credits. It also welcomed the reduction in the premium on the Canadian dollar.

It was waiting, however, to see whether the recent measures taken by the Government would abolish the premium and maintain the dollar roughly at par.

"We would have felt more confident that the external value of our dollar could be kept down had the Bank of Canada undertaken to reduce our interest rates and thus remove any incentive on the part of provinces, municipalities and business corporations to borrow in the United States."

Import competition continues to have serious effects on certain of our secondary industries, the CLC said. It thought, however, that tariff increases would not provide any real solution to the problem. It repeated a suggestion it had made before that the rationalization of "those industries which consist of small and inefficient production units" deserved careful study.

The Congress suggested study also, in the case of some secondary industries, of the possibility of arranging with their counterparts, in the United States or elsewhere,

the assigning of production of certain products "on an open-market basis between the two countries." The brief cited the arrangement between Canadian and American agricultural implement industries.

"The swift development of the European Common Market and the European Free Trade Area only increases the need for prompt study along these lines," the CLC warned.

Social Security

The CLC again stressed the need for a comprehensive and well-integrated system of social security. There are still important gaps in social security, it declared in its memorandum.

Repeating what it had said in its 1960 brief, the Congress said, "We conceive of social security as embracing adequate standards of education, housing, health and other living conditions as well as protection against those more generally accepted contingencies such as loss of income due to illness, maternity, invalidity, death of the breadwinner, etc."

"Obviously, there is much still to be done before Canadians will enjoy a sense of security during their productive years and otherwise."

Regarding the recent appointment of a Royal Commission on Health Insurance, the brief suggested that it was rather late in the day for such a commission, and that it would not bring to light anything that was not already known on the subject.

The Congress reiterated its objection to the means test in connection with old age security payments for those between the ages of 65 and 69 years, and it considered \$55 a month "thoroughly inadequate" for those who had no other income. Old age security benefit should be paid at age 65 instead of age 70 years, it said.

The brief urged on the Government the need for "a system of old age security in which income of the beneficiary will bear some relationship to his income before retirement." Private pension plans did not satisfactorily fulfil this function.

But perhaps the most important of all was the question of portability. "With rapidly changing technology of today, this is a matter that demands urgent consideration," the CLC said.

The Unemployment Insurance Act is becoming less able to fulfil its legitimate function because of "the unjustifiable burdens which have been placed upon it." The low ebb at which the Unemployment Insurance Fund now stands was partly due to severe unemployment, the CLC acknowledged, but it was also due to the fact

that payments had been made from the Fund that should have been paid from other sources. Referring to seasonal benefits and fishermen's benefits, the Congress said that the insured population should not be called upon to bear almost by itself the cost of these payments.

Railway Operation Continuation Act

Enactment of the Railway Operation-Continuation Act was "a retrograde step in many respects," the CLC declared. Although ostensibly deferring strike action, the Act gave the railways the advantage of time, and "gave the railway workers no assurance that next May would improve their position either with regard to the right to strike or to an increase in wages to which they are justly entitled."

The present policy obliges the railway workers to subsidize the operation of the railways through their substandard wages, the brief asserted. If a subsidy were needed it should come from the public purse.

The solution of the railway problem lies, not in depriving railway workers of the right to strike, but in "a transportation policy which will recognize the unique role of the railways in Canada, which will respect the right of railway workers to earn as good a living as workers in other industries, which will make collective bargaining in the railway industry a reality, and which will distribute the cost of maintaining this necessary industry equitably over the whole population . . .

"If it is national policy that the railways should carry certain commodities at less than cost or that they should maintain service on lines that do not meet their expenses, a policy which we think can be justified, it should be equally in order to pay railway workers a wage commensurate with their service in this important national industry."

Other Legislation

Under the heading "Other Legislation," the Congress in its brief listed 12 matters on which it urged action. It called for:

—continued and intensive study of the effects of technological change and automation;

—a national minimum wage act providing for \$1.25 an hour;

—a national 40-hour week act;

—a national fair wage act providing for union wages and conditions in all government work and contracts;

—amendment of the Annual Vacations Act to provide for a minimum of two weeks vacation and eight statutory holidays each year;

—a national advisory committee on fair employment practices;

—establishment of clear-cut regulations to maintain proper standards for private pension plans;

—continuation of family allowances up to age 20 if a child is still attending school or college;

—preservation of coastal and intercoastal trade to vessels built and manned in Canada, and preservation, on an equitable basis, of trade in inland waters to Canadian and American vessels;

—Parliament's resumption of jurisdiction over international and interprovincial highway transport;

—voluntary revocable check-off of union dues;

—elimination of differentials between classified and prevailing rate employees in the Public Service.

Disclosure of Information

Regarding the reference in the Speech from the Throne to legislation "requiring the disclosure of information by business and labour organizations in Canada controlled from outside Canada," the CLC thought it desirable that the "veil of secrecy" that surrounds the operations of foreign-owned subsidiaries in Canada should be removed. Canadians "should know at least as much about these subsidiaries as they are able to learn about Canadian-owned public corporations," the brief said.

But it was different with international unions operating in Canada. "There is far less secrecy about the operation of international unions in Canada than is the case with international corporations," the Congress contended.

"We are therefore not likely to accept readily any legislation which will interfere with the internal affairs of the trade unions by making mandatory what is already done voluntarily, or by imposing rules and regulations for the conduct of trade union affairs which more properly should be done by the unions themselves," the brief said.

International Affairs

The CLC devoted almost as many pages of its memorandum to international affairs as it did to the Canadian economic situation.

Canada's aim should be to attain a degree of mutual understanding and tolerance among the world's nations that will "preserve the human species from extinction," the CLC proposed. It expressed support of the United Nations, commended the Government for the efforts being made to evolve a workable program for disarmament, and agreed that, until there is disarmament, Canada must maintain an effective military establishment.

The Congress thought economic assistance to underdeveloped countries should be increased. "Canada should spend a sum equal to one per cent of her national income for aid to the economically less developed countries."

The Congress was opposed to unilateral disarmament or a policy of armed or disarmed neutrality for Canada. Unless and until disarmament comes about, Canada must maintain "an effective military establishment which can be useful to herself, to her allies and the United Nations," the brief said.

But the CLC was opposed to the enlargement of the "atomic club," and was not convinced that Canada needs or can maintain weapons. It urged the Government to consider several proposals, including one for a critical examination of Canada's commitments under NATO and NORAD, and for a refusal to allow nuclear weapons to be placed on Canadian soil or in the hands of Canadian forces.

The Congress also suggested that expenditure on defence should be substantially reduced, and the funds thus saved should be diverted to "the public sector at home and to increased aid to economically less-developed countries abroad."

On other international political issues the Congress urged the Government to devote its energies to the:

—Re-opening of formal negotiations among the great powers to lay the foundation for German unity, based on genuinely free elections.

—Preservation of the freedom of West Berlin and its democratic institutions.

—Peace between Israel and the Arab States by direct negotiations.

—Freedom of navigation for all nations in the Suez Canal.

—Diplomatic recognition of the People's Republic of China and its admission to the United Nations.

The Congress emphasized its "deepest concern" with the situation facing the overwhelming majority of the people of South Africa as a result of the "indefensible and barbaric policy of *apartheid*, suppression and mass "violence" followed by the South African Government. It urged that Canada should take the lead in excluding the Union of South Africa from the Commonwealth.

Other Requests and Proposals

Referring to the ILO Governing Body's report on the CLC's appeal against Newfoundland labour legislation, the brief expressed disappointment that "your Government failed to give the ILO the necessary

co-operation which it sought from you and which properly should have been supplied by you."

The CLC urged amendment of the Bill of Rights in accordance with the representations it had previously made on the subject. It said that it was awaiting with great interest and concern revision to be made in the Immigration Act, which Act it described as "grossly unjust, discriminatory, and arbitrary in its procedures."

The Congress again asked for the establishment of "an immigration advisory committee representative of farmers, labour, management, welfare agencies and other bodies concerned with immigration matters."

Organized labour is not opposed to immigration as such, the brief declared, but it objects to the inflow of immigrants at a time when Canadian workers find it difficult to obtain employment, and to the practices used by immigration officers abroad to induce people to settle in Canada.

It asked for the repeal of that part of the Immigration Act that provides for the deportation without trial of an immigrant who has become a public charge within five years of his landing.

The Congress commended the addition to the NHA regulations of provisions aimed at preventing discrimination in the sale or leasing of houses against any person by reason of race, colour or creed (L.G., Jan., p. 14).

It also expressed satisfaction with the steps the Government had taken to encourage home construction and urban redevelopment. But the low-rental housing referred to in the Speech from the Throne was its principal concern, the CLC said. It asked the Government to encourage the provinces and municipalities to expand their low-rental and subsidized housing projects.

The provision of loans for university students, foreshadowed in the Speech from the Throne, was a commendable undertaking, the brief said. But such measures as this and the grants-in-aid made to the universities by the federal Government did not go far enough. Notwithstanding the "entrenched rights" of the provinces, the Congress believed that the federal Government could do more than it is in equalizing the educational opportunities that depend on the accidents of geography or birth.

Recalling that it had already urged action to stimulate private consumption and had suggested that one way of doing so would be by increasing purchasing power, the CLC said that this in turn could be accomplished, in part, by higher income tax exemptions on those with relatively low incomes.

The burden of taxation should be distributed more equitably by diminishing the role of the sales tax and by basing taxation more on an ability to pay through a more progressive income tax, the Congress believed.

It also recommended the closing of loopholes in the administration of income and corporation tax laws, and the imposition of a capital gains tax.

It repeated its request that all medical, dental, optical, and hospital expenses, including the cost of drugs, be allowed as deductions in computing income tax; as well as the cost of workers' equipment or protective clothing, and living allowances paid to workers living away from home.

The Congress reiterated its belief in "a strong, free, independent, publicly owned broadcasting service," and its satisfaction with the strong line taken by the Board of Broadcast Governors in enforcing its regulations.

"We reiterate once again our views that the public service of Canada... should have the right to engage in collective bargaining with the Crown in right of Canada," the Congress said. It was bound to conclude, it continued, that "it is not any constitutional obstacle that stands in the way, but simply a reluctance to raise the public service from its present inferior position..."

The Government's Reply

The Prime Minister called on Hon. Michael Starr, Minister of Labour, to express the Government's views on "some of the matters to which reference has been made."

"I assure you that in the 'war against unemployment' we are mobilizing and will continue to mobilize all the resources at the disposal of a federal government," Mr. Starr told the CLC delegation. "We will not be frightened off by 'dire warnings,'" he added.

The Government has done more to stimulate the economy and provide jobs than any other government in Canada's history, but a large measure of responsibility rests with management and labour, Mr. Starr declared. "The Government has acted. Now is the time for labour and management to act," he said.

"You must address yourselves to the problems of higher productivity; of technological change; of training for the labour force; the whole field of labour-management relations."

Many of the recommendations of labour and management to the Government had been adopted. "The Government is taking any and all action calculated to stimulate and stabilize the economy and provide jobs.

We are open to further suggestions and advice," Mr. Starr continued, and he went on to review some of the measures that the Government had taken and was taking.

The Minister recalled that in its brief to the Prime Minister's conference on employment last October the CLC had made certain suggestions.

"You asked that Parliament be called. Parliament met on November 17 and is still sitting.

"You asked for government action in the social and economic fields. This Parliament has approved and is in the process of considering at the present time the most massive social and economic program ever introduced in Canada.

"You made suggestions regarding location of industry. In December a measure was introduced to Parliament in this respect.

"You asked for export credits for industry. This was announced in November.

"You asked for expanded training programs. We have introduced legislation to expand them by 50 per cent.

"You asked for improved National Employment Service facilities. On Monday, in Edmonton, I officiated at the opening of a new Unemployment Insurance building which is only one in a program of modernization of the Service across Canada.

"You have made recommendations regarding administration of the Unemployment Insurance Act. Amendments will be brought in during this session to preserve the insurance principle and to protect the interests of the contributors."

Regarding the CLC's suggestion that certain industries might be helped by "rationalization," which he took to mean "organization of industry into units large enough to get the maximum economies of mass production," the Minister reminded the Congress that "when undertaken voluntarily by industry, such combinations have frequently resulted in requests by bodies such as yours for examination by the Combines Investigation Branch." He added: "If undertaken through Government coercion or compulsion, you would have, not rationalization, but collectivization."

Mr. Starr then listed other measures that the Government had brought forward:

—Lowering of the down payment and raising of the maximum loan on housing, thus bringing "for the first time, the price of new homes within the range of Canadians in low income brackets."

—Provision for payment of 75 per cent of the cost of urban renewal and slum clearance.

—Guaranteeing of home improvement loans up to a level of \$500,000,000.

—Provision of loans to municipalities for sewage disposal plants.

—Reduction of the preferential discount on imported automobile parts, and steps to make foreign automobile manufacturers compete on more equal terms with Canadian manufacturers; establishment of a Royal Commission to study the automobile industry.

—Provision of loans to and easement of corporation taxes on small business.

—Expansion and extension of the Municipal Winter Works Incentive Program, and advancement of the starting date.

—Payment of 75 per cent of the cost of training unemployed workers.

—Steps to expand provincial training facilities by 50 per cent.

—Payment of 75 per cent of the provincial contribution on new schools.

—Payment of 50 per cent of the cost of training teachers, instructors and administrative staffs.

—Payment of 50 per cent of the cost of training persons who have left school and who wish to continue their education.

—Provision of financial assistance to students attending technological institutes, and allowance of deduction of university tuition fees for income tax purposes.

—Provision of loans to universities for construction of student residences.

—Putting into effect this winter a \$100 million public works program.

—The Columbia River Power Agreement, which will "provide for unlimited industrial expansion" in British Columbia, the Pine Point railway project and a new Northern Quebec railway.

Mr. Starr referred to the National Productivity Council that was being set up, "whose assistance will be of tremendous value in regulating some of the problems at issue in this field." He also mentioned the setting up of a Royal Commission on prepaid medical health care.

"With regard to location of industry in areas where chronic unemployment exists, we are allowing double depreciation to such industries for taxation purposes," the Minister said. "We are allowing double depreciation for industries manufacturing new products."

The Government was also tightening up "class or kind" provisions to prevent dumping of manufactured goods in Canada, and to allow Canadian productive capacity and Canadian know-how a chance to compete.

In August, Mr. Starr told the delegation, the British Columbia Research Council made 30 recommendations to alleviate seasonal unemployment: six directed to the

federal Government, seven to the provincial Government, five to municipalities, and twelve to industry and labour. "The measures suggested to the federal Government were implemented within one month, with the exception of one which is under study," he said.

The Minister quoted from a statement made before the Special Committee of the Senate on Manpower and Employment that the present slackness in the demand for labour was a problem North American in scope. "The rate of growth of demand for North American output has declined," the statement explained.

But, the Minister pointed out, the fact that imports of manufactured goods remain at all-time high levels was evidence that "the demand is there." It was up to Canadian industry to meet this demand at prices that would be competitive with those of the industries of other countries.

"The solution of this problem rests squarely in the hands of management and labour," Mr. Starr contended, remarking that only the week before he had said the same thing to a management group.

He told the delegation that he had consistently defended the right of labour to a fair and reasonable wage level, and that the Government would never subscribe to a policy of subsistence-level wages in this country. But, Mr. Starr said, labour could obtain a return in keeping with the Canadian standard of living only "if we are able to produce goods and services for a price which will be competitive both in markets at home and abroad."

Claude Jodoin's Answer

In his rejoinder to the Government's reply, CLC President Claude Jodoin said, "We have always indicated that we favour having talks, comments and exchange of views with representatives of management, but the solution of the unemployment question in Canada does not lie solely with labour and management."

The Government, he said, had a responsibility to create a favourable climate by its fiscal and tariff policies and in the many other ways described in the CLC's brief, and that it had "a positive role to play in providing jobs."

The Congress favoured the establishment of an industries council to improve the labour-management relationship as well as to increase productivity, "but the necessary steps go far beyond this," Mr. Jodoin said.

The Prime Minister

Prime Minister Diefenbaker, bringing the meeting to an end, said that all representations that did not undermine, weaken or destroy free enterprise would always receive the fullest consideration. "Your views," he added, "are completely consistent with the principle of the maintenance in our country of free enterprise. These recommendations will receive very full consideration."

Canvass of MPs

After the presentation of the memorandum, in a new, and what was described by Executive Vice-President William Dodge as a "complicated manoeuvre," the Congress organized a canvass during the afternoon of all the Members of Parliament. The object of this canvass, or lobby, was to get each M.P. to say how he would vote on each of four main questions of policy that had been recommended in the CLC's brief.

The Congress representatives who took part in the lobby were organized into 50 teams of about 10 members each. Twelve of the teams were French-speaking. Each team had a captain and a reporter. The teams were supplied with copies of the questionnaire that was to be handed to each M.P.,

and each team captain was responsible for returning the completed questionnaires to the Congress for study and tabulation. The results of the tabulation are to be sent to those who had taken part in the lobby.

Each M.P. had been previously informed by letter that an interview would be sought, and the interviews were timed to begin immediately after the conclusion of the House's afternoon question period.

To help them in meeting points that might be raised by Members, the teams were briefed on the official view of the Congress regarding the questions asked in the questionnaire.

The questionnaire:

To secure an immediate increase in employment, would you vote for:

- (1) A reduction in income taxes for those earning less than \$5,000 a year?
- (2) An increase in family allowances and old age pensions?

To get rid of long-run unemployment, would you vote for:

(1) An expansion of the public sector of the economy, i.e., an increase in investment in highly essential public goods and services, such as health, education, low-rental housing, urban redevelopment, conservation?

(2) The adoption of temporary budget deficits for these purposes?

CONFEDERATION OF NATIONAL TRADE UNIONS

(Translation)

A vigorous policy of investment in the public sector, a lowering of taxes in favour of low wage-earners, an increase in social benefits, and a revision of the fiscal and monetary policy were among the measures put forward by the Confederation of National Trade Unions in order to stimulate the Canadian economy and combat unemployment, in its brief to the Cabinet on February 2.

The labour delegation, headed by CNTU President Roger Mathieu, comprised more than two hundred.

The brief was read by the Secretary General of the CNTU, Jean Marchand. The chief spokesman for the Government was Hon. Michael Starr, Minister of Labour.

In addition to drawing attention to the problem of unemployment, the CNTU reaffirmed the necessity of creating a National Council for Economic Orientation as being the only effective way of integrating into a comprehensive whole the various individual measures designed to alleviate unemployment.

The CNTU, in its bilingual brief, also accused the federal Government of having "abusively used the Unemployment Insurance Fund" instead of adopting special social security measures.

Finally, the Confederation reaffirmed its opposition to nuclear weapons and to all forms of colonialism.

The main speaker for the Cabinet, Mr. Starr, outlined at length the measures adopted by the Government to remedy the current situation.

The Minister of Labour stressed the necessity for labour and management to sit down together and to iron out their differences, particularly in regard to such problems as automation, productivity and world competition.

"Only in this way," he suggested, "can we bring about a marshalling of our productive and distributive capacity in order to make Canadian industry competitive."

He added that the Government can not do this because it wishes to avoid coercion.

"When labour and management can work out machinery of mutual co-operation and consultation on the many matters at issue in the present economic complex we will be well on the way toward resolving our difficulties," he added.

The delegation also heard from the Hon. Léon Balcer, Minister of Transport, and Hon. Noël Dorion, Secretary of State.

The CNTU Brief

The CNTU wished first of all to explain its new entity. The brief stressed the fact that the Confederation still draws its inspiration from Christian principles, although it is no longer "confessional" in the sense that it does not formally adhere to any particular religious denomination.

"The CNTU still firmly believes in the fundamental import of spiritual values", said the brief, "however, in view of the specific legal framework which has been established to regulate union activity in Canada, it wishes to avoid even the appearance of religious constraint against its membership, whether actual or potential, by reference to a given creed."

The brief also stressed that the CNTU is a national organization. Without wishing to adopt a nationalistic attitude, the CNTU wishes union co-operation on the international level to take into account legitimate national interests and the desire of each group to create and direct its own institutions according to its distinct features and culture.

The CNTU insisted on being treated by the Canadian Government as a central labour body deserving both respect and recognition. The CNTU "regretted the fact that it was completely ignored in the formation by the Government of important delegations concerning the labour movement."

Unemployment

The brief reproached the Government for having been too prone "to maintain the prerogatives and privileges of private enterprise" in the face of increasing unemployment.

"If private enterprise is unable to achieve and maintain full employment in this country," it said, "it is in dire need of orientation, stimulation and even control."

After stressing several causes of unemployment in Canada, causes for which the Government is not responsible, the CNTU nevertheless reproached it for not having taken all the means at its disposal to combat the ill effects of the adjustments which upset both our economy and that of the world.

The brief continued:

We are convinced that a vigorous and generous investment policy in the public sector, together with a decrease in taxes in favor of small wage-earners, an increase in social benefits and a revision of our fiscal and monetary policy could constitute so many stimulants for a redress of our economy. Evidently, all of these measures might mean, for a certain period, the adaption of deficit budgets; according to us, however, it is better to face the ill effects of such a policy than to abandon to their

fate hundreds of thousands of Canadian citizens condemned to inaction and misery. The most reprehensible attitude, in the present context, would be that of "laissez-faire".

Commenting on the Municipal Winter Works Incentive Program, the CNTU said that poor municipalities, where are usually found the greatest number of unemployed, do not have the means to buy the materials required for large-scale winter works. The brief suggested that assistance to municipalities should be in proportion to the number of unemployed, and that the law should authorize the purchase of materials.

Automation

The CNTU reiterated that it was not opposed to automation or to the improvement of industrial techniques tending to increasing productivity. However, it requested the Government to prepare legislation to protect the workers affected by automation.

"Such legislation," the brief said, "should provide for the payment of compensating allocations, for re-training courses, and generally, for measures to combat the ill effects of the changes brought about by new production methods and techniques."

National Productivity Council

According to the CNTU, all the particular measures that may be proposed to stabilize the economy and achieve full employment will never fulfil their purpose if they are not integrated into a master plan supervised by the state.

That is why, the brief said, the Productivity Council that the Government wished to create should be "a sort of subcommittee" of the Council for Economic Orientation.

The formation, on a national level, of a Council for Economic Orientation is necessary, it declared.

Similar councils exist in many countries where the economy is dominated by private enterprise. Even in Canada, this is not a new formula. Somewhere between rigid state control and absolute laissez-faire, there is room for a rational economic organization devoted to the common good of the country. The Council for Economic Orientation could play an important part in this field.

The brief added that the CNTU would gladly agree to be represented on the Productivity Council but that it was convinced that the Council's efficiency, "from the very start, is very limited."

Unemployment Insurance

The brief accused the Government of having "abusively used the Unemployment Insurance Fund instead of adopting special social security measures for the purpose of solving particular problems."

The CNTU declared that the Unemployment Insurance Act is not a substitute for a policy of full employment, nor is it an appropriate instrument to combat the effects of economic depressions. It invited the Government to set the Unemployment Insurance Fund on its feet again, and even to increase its contributions.

At the same time it repeated its request that hospital employees be allowed to benefit by this Act.

"Since the Hospital Insurance Act has just come into force in an important province of Canada," declared Mr. Marchand, "and since the financial angle will certainly come up for discussion, it is perhaps the right moment to begin treating hospital employees equitably by allowing them to benefit by the Unemployment Insurance Act."

Protection of our Industries

The CNTU suggested that the lack of balance between our imports and exports indicates that our domestic market must be protected at all costs in order to permit our industries to continue to thrive.

While declaring itself "in favour of free trade," the CNTU expressed the opinion that, as long as there is not complete freedom of international competition, Canadian industry must be protected to a certain extent.

"Quotas, tariffs, and a more effective anti-dumping legislation, based on the Canadian cost price," are some of the methods put forward in the brief for assuring Canadian industry a greater share in the market.

At the same time, the CNTU suggested that the Government have union representatives participate in the discussions when it was negotiating tariffs with other countries. The brief declared that "the workers have so much at stake in such negotiations that it would be in the general interest to allow them to participate in them."

Economic Independence of Canada

The Government's policy regarding American investments in Canada has the support of the members of CNTU.

"The CNTU is not opposed to American investments in Canada," the brief said, "but it believes that Canadian subsidiaries of American companies should have much more autonomy and that Canadians should have the opportunity to acquire the majority of the common stock of such undertakings."

The brief also suggested that the most effective means of decreasing the relative importance of American investments in

Canada would be to develop the public sector; such a policy would assure better government control over the economy.

Shipyards

The brief dealt very briefly with the problem of shipyards, regretting that Canada did not choose to amend the British Commonwealth shipping agreement. But the Vice-President of the Metal Trades Federation, S. Ted Payne, speaking for some 8,000 shipyard workers, presented to the Cabinet a five-point program to assist the maritime industry.

He suggested that:

- coastal and inland shipping be restricted to ships registered and built in Canada;
- Canada develop its own merchant marine;
- Canada's maritime industry be given financial aid;
- labour be represented on the Maritime Commission;
- Canada's maritime industry come under the federal code.

Right of Association

The CNTU requested the Government to invite the International Labour Office to establish a board of inquiry to study the question of freedom to organize.

The brief noted that it is not sufficient to grant workers the right of free association. They must also be able to exercise this right.

The CNTU reproached the Government for, among other things, refusing to allow its employees the right of collective bargaining, and for having passed "discriminating legislation" denying railway workers the right to strike.

International Policy

The brief requested that the Government increase its aid to underdeveloped countries, suggesting that such aid be given to the extent of one per cent of the national revenue.

At the same time, the CNTU declared itself in opposition to nuclear weapons and to all forms of colonialism.

"Canada can play a major role in reconciling antagonistic peoples, provided that it refuse to blindly follow the foreign policy of certain large friendly powers."

Following its usual practice, the CNTU attached to its memorandum a summary of the requests it had made to the Government in earlier briefs.

The Government's Reply

The Government's views were expressed, mainly, by the Minister of Labour, who reiterated to a great extent the comments he had made that morning to the delegates of the Canadian Labour Congress (see p. 228).

Mr. Starr also made a few direct references to the suggestions put forward by the CNTU, stressing that the present Government intends "to do whatever can be done, within our authority as the federal Government and within our federal jurisdiction and within the framework of our free institutions."

He pointed out that the present economic situation is "continent-wide in its scope," adding that one of the causes "has been the failure of the manufacturing industries to provide employment at a level required by the fastest growing labour force in the world."

The Minister noted that the CNTU brief suggests "some sort of tariff protection for industry" while the CLC's brief claims "that tariffs are not the answer."

"There are two views on this subject, as there usually are in matters dealing with the economy," he said.

Referring to the CNTU's views on automation, the Minister said the Government has made a study "of some four very large industries in this country. We will con-

tinue our study," he added, "in order that we may possess the full information necessary to a complete understanding of this problem."

Hon. Léon Balcer, Minister of Transport, repeated in French the gist of the remarks made by Mr. Starr.

Hon. Noël Dorion, Secretary of State, also spoke briefly, commenting favourably on the "well-prepared brief." He suggested that the beneficial effect of federal legislation often does not come fully into play because the people do not know that they can benefit from such legislation. He cited, as a case in point, the legislation regarding loans to small businesses.

Roger Mathieu's Answer

The General President of the CNTU raised only one point in his answer to the Government's reply, and it had to do with the apparent divergence of views between the CLC and his organization on tariffs.

Mr. Mathieu read the following quotation from the brief:

In principle, the CNTU is for free trade and hopes that we will gradually, and as soon as possible, approach the ideal situation where international competition will play in all freedom.

"That is what we believe in," said the CNTU President, "but, in the meantime, we are asking you to do something to protect industry, but not as a general policy."

INTERNATIONAL RAILWAY BROTHERHOODS

As in its 1960 memorandum, the National Legislative Committee of the International Railway Brotherhoods devoted the largest part of its brief to the Cabinet on February 3 to the question of compensation for railway employees who lose their jobs through abandonment of branch lines, closing of stations, and removal of divisional points and terminals.

After repeating the whole of its last year's submission, the Committee pointed out that "reduction of staffs, closing or abandonment of stations and divisional points continue at an accelerated pace, requiring employees to move their households from one place to another in order to hold work."

Two examples coming up shortly, said T. W. Read of Division No. 4, Railway Employees Department (AFL-CIO), were the London car shops and the Stratford locomotive shops, the closing of both of which has already been announced.

The brief contained figures on station closings and reductions in staff: 234 closings in the period 1954-1960, and 176 CPR

caretaker-agents dispensed with, and about the same number of CNR agents. The Committee granted that permission of the Board of Transport Commissioners has to be obtained before a station is closed, but pointed out that in the seven-year period, permission was granted in more than 96 per cent of the applications.

In January this year, the Cabinet was told, the Canadian Pacific Railway Company had applied for permission to close 14 station agencies, eight of them in Saskatchewan.

"It is our firm conviction," the Committee said, "that railway companies, when making applications to the Board of Transport Commissioners to 'remove, close, or abandon any station or divisional point [or] create a new divisional point that would involve the removal of employees,' should be required to take into account compensation to employees who have to move their households."

The section of the Railway Act requiring railways to obtain the permission of the Board of Transport Commissioners for the

abandonment of or changes in lines can be circumvented, the Committee Chairman said. As an example of how this circumvention was done he cited the abandonment of the terminal at Big Valley, Alta.

"There were at one time some 26 crews working out of that place," he said. "The railway decided to reduce the staff, and they reduced it to two crews. They did not abandon the terminal so Section 182 [of the Railway Act] did not apply... Subsequently they reduced it to one crew. The trainmen... knew that the job was going to go off and it was held by spare men who did not have homes in Big Valley; so, when they took off the last remaining crew there was nobody there to complain about having to move, so the Act was circumvented in that way."

Another cause of staff reductions on the railways, the Committee said, was automation. It again urged establishment of a parliamentary committee to investigate and report on automation's effects on labour.

The brief dealt also with other matters, including unemployment insurance, immigration, the National Productivity Council, the Income Tax Act, and a national transportation policy.

The submission was read by A. A. Hutchinson, Chairman of the Committee. Other members of the delegation were: J. A. Huneault, Vice-Chairman; H. E. Campbell, Committee Secretary; W. G. McGregor of the Brotherhood of Railroad Trainmen; T. W. Read of Division No. 4, Railway Employees Department (AFL-CIO); A. R. Gibbons of the Brotherhood of Locomotive Firemen and Enginemen; and H. A. Stockdale of the Brotherhood of Railroad Signallers.

The Prime Minister was accompanied by Hon. Howard Green, Minister of External Affairs; Hon. George Hees, Minister of Trade and Commerce; Hon. Léon Balcer, Minister of Transport; Hon. Michael Starr, Minister of Labour; Hon. Paul Comtois, Minister of Mines and Technical Surveys; Hon. Jay Waldo Monteith, Minister of National Health and Welfare; Hon. Raymond O'Hurley, Minister of Defence Production; and Hon. Walter Dinsdale, Minister of Northern Affairs and National Resources.

Unemployment Insurance

The main reason for the depleted condition of the Unemployment Insurance Fund is the inclusion of seasonal workers under the Act, the brief said. The Brotherhoods recommended that consideration be given to placing seasonal workers under a separate fund, "basing contributions and benefits on an actuarially sound basis."

When this "corrective" measure has been implemented, the Committee requested that the Unemployment Insurance Act be amended to eliminate the waiting period; to remove disqualification of union workers who decline to cross another union's picket line; and to increase maximum annual earnings to \$7,200.

Immigration

"The problem of unemployment in this country cannot be disassociated from immigration," the Committee said. "Immigration must not be permitted to add to the unemployment problem."

Greater care should be taken in the selection of immigrants, and immigration restricted to those with special skills, it proposed.

The brief suggested also that a commission be formed to recommend changes in the Immigration Act.

Education

The Committee commended the Government for establishing legislation to provide federal contributions to provincial technical and vocational training programs. The brief urged the Government to continue to give leadership in this field by recognizing that "automation requires a marked upgrading in the education and skills of the working man."

Health Insurance

"As a partner in the hospital insurance plan," the Government was urged to encourage and assist in providing the necessary hospital space, "the need for which appears to be expanding steadily."

A substantial amount of money that is now being sent outside the country could be made available to increase hospital space, the Committee suggested, by permitting lotteries similar to the Irish Sweepstakes "under the supervision of either the Government of Canada or the provincial governments."

The Committee expressed disappointment that the various investigations into the high cost of drugs had brought no relief to the people and urged that a full enquiry be made of this matter.

The Committee praised the action of the Government in establishing a Royal Commission to report on national health requirements.

National Productivity Council

Railway employees are aware that the increase or decrease in productivity of goods has a direct effect on employment opportunities on the railways, the brief said.

Perhaps more than in other industries, the loss of employment opportunities in the railroad industry is the result of automation and technological changes. Therefore the Committee was particularly interested in the retraining features of the National Productivity Council, whose establishment it commended.

Income Tax

The Committee was of the opinion that one of the primary causes of unemployment was the decline in the growth of demands for goods. An immediate reduction in personal income tax would stimulate this demand, the Committee believed.

It proposed increases in statutory exemptions, inclusion in the definition of "dependent" of those taking vocational training courses, amendment of the provision concerning calculation of tax on income earned by a married person's spouse, and allowing as a deduction the costs of meals and lodging incurred by railway employees on duty away from home, and for which they were not reimbursed.

National Transportation Policy

In the belief that railways must be freed from competitive inequalities and given greater opportunities to improve their operating and financial positions, the Committee again advocated a national transportation policy and reorganization of the control of international and interprovincial motor vehicle traffic.

Labour Representation

"All governments should recognize the principle of appointing labour representatives to public boards and commissions," the brief declared. It drew attention to the fact that labour has no "accredited representative" in the Senate.

Health and Sanitation

The Committee expressed disappointment that the terms of reference of the Sessional Committee on Railways, Airlines and Shipping included consideration of "turn-around comforts" only, not the entire problem of health and sanitation of railway employees, and only matters relating to Government-owned transportation services.

The brief urged the Government to enact legislation to provide for the health and comfort of railway employees.

After he had finished reading the brief, Mr. Hutchinson pointed out that no reference had been made in it to Bill C-45—the Railway Operation Continuation Act. This did not mean that the Committee was not interested in the action taken. "We were somewhat disappointed," he said. "We had

hoped that the railways would have been held to an implementation of the decision of the board of conciliation . . ."

The Prime Minister asked whether the Legislative Committee as a group would be prepared to accept legislation that would make it mandatory on either side to accept a majority opinion of a board of conciliation.

"No, I would not say we would," Mr. Hutchinson replied. "If it was a case of having to keep the railways in operation and there was a conciliation board report, then I think we would be prepared to recommend to the employees that the railways should be compelled under those circumstances to continue, or the other alternative was to let us exercise our economic strength and tie up the railways."

During the reading of the brief the Prime Minister frequently made comments or asked for further explanation or information.

At one point he asked for an explanation of the term "interlocking seniority" used in the brief. (In this brief, the Committee complained of "the inequitable application to railway workers who hold interlocking seniority" of the section of the Unemployment Act that disqualifies from receipt of benefit workers who lose their employment "by reason of a stoppage of work attributable to a labour dispute." It requested study of that section "with a view to correcting" the inequitable application.)

Mr. Hutchinson explained that during the strike of the firemen on the CPR some engineers, having once been firemen, had seniority rights in both the engineers' and the firemen's unions. Because these engineers had been contributing to the funds of the latter union, before they became engineers, all engineers had been barred from receipt of unemployment insurance benefits.

The Minister of Labour added that the engineers were still contributing to the firemen's union at the time of the strike.

Later, the Prime Minister said that the question of Sections 168 and 182 of the Railway Act might well be considered by a Parliamentary committee referred to in the Speech from the Throne that was to be set up to examine questions regarding pensions, health and sanitation for railwaymen. If the committee's ambit did not go far enough, he thought that the Cabinet should consider asking the House to extend its authority to include the question of these sections of the Act. In that case, he said, "an opportunity should be given to you to have your case considered by a committee before which both sides could present their views."

The Government's Reply

The Minister of Transport, Hon. Léon Balcer, in replying to the submission, said there were difficulties about getting the special committee referred to by the Prime Minister to deal with the matter of Sections 168 and 182 of the Railway Act. For one thing its terms of reference do not cover the CPR.

He said that as the railwaymen's organizations had had an opportunity to appear before the McPherson Royal Commission on Transportation last year, it might be well to wait and see what the Commission had to say about the matter.

Hon. George Hees, Minister of Trade and Commerce suggested that the regular standing committee on railways, canals and telegraph lines might be better able to consider the question than the special Parliamentary committee referred to by Mr. Diefenbaker.

Mr. Balcer agreed with this, and he said that pending the report of the Royal Commission, the Government would continue to study the matter.

The Minister of Labour, Hon. Michael Starr, said that the Committee's recommendations regarding amendments to the Unem-

ployment Insurance Act would be given consideration, "along with many others that have been suggested."

Referring to the appointment of labour representatives on various public bodies, Mr. Starr remarked that a number of such appointments had been made. "As far as appointments to the Senate are concerned, I must say that I am not responsible for that," he added.

The Prime Minister pointed out that there were no vacancies in the Senate at present.

The Minister of National Health and Welfare, Hon. Jay W. Monteith, referring to the health matters brought up in the brief, pointed out that facilities were still available under the Hospital Insurance and Diagnostic Services Act, and that it was up to the provinces to decide how far they would go in the matter. But facilities such as those touching chronic care and outpatient services could still be taken up in several of the provinces.

Mr. Monteith also pointed out that although hospital grants had remained stationary for 10 years, on January 1, 1958 they had been more than doubled. The cost of drugs came under the Department of Justice, he said, but his department continually had the question in mind.

43rd Annual Meeting of the Canadian Construction Association

At session on "Recent Changes in Labour Legislation," four speakers discuss changes in Atlantic Provinces, 1960 amendments to Ontario Labour Relations Act and to Alberta Labour Act, and British Columbia Trade-unions Act of 1959

At the 43rd annual meeting of the Canadian Construction Association, held in Toronto in January, one session was devoted to a discussion of "Recent Changes in Labour Legislation." Four speakers participated.

W. H. Jost, Q.C., of Halifax, spoke on changes in the Atlantic Provinces; G. S. P. Ferguson, Q.C., of Toronto, on the 1960 amendments to the Ontario Labour Relations Act; K. A. Pugh, Alberta Deputy Minister of Labour, on the 1960 amendments to the Alberta Labour Act; and W. H. Heffernan, of Vancouver, on the British Columbia Trade-unions Act 1959.

Speaker at the first day's luncheon was Claude Jodoïn, President of the Canadian Labour Congress.

Summaries of these five addresses, together with one of the CCA President's address, are published here.

President's Address

The main problem now facing the construction industry throughout the country is surplus capacity, Jack M. Soules said in his presidential address to the convention.

Although the industry was not alone in having surplus capacity, it was a reflection of the expansion during the postwar period, when the volume of construction more than doubled, and its share in the nation's gross national product increased from 13 to more than 21 per cent, he pointed out.

At present the industry employed more than 580,000 persons on site, and an even larger number were employed in supplying the construction industry with materials and equipment. The total value of construction in Canada in 1961 was expected to exceed

\$7,000,000,000, which was about \$1,000,000,000 more than the total expenditures of the federal Government, Mr. Soules remarked.

The CCA President suggested three main methods of dealing with the problem of surplus capacity. One was simply to wait for demand to overtake productive capacity. Another way would be to try to reduce the industry's capacity. But he contended that the "most appealing" solution was to try to stimulate the demand for construction.

To this end he suggested certain steps, which included: promotion of worthwhile public projects; promotion of accelerated capital cost allowances large enough to encourage the purchase of new facilities and equipment; and development of a residential mortgage market and amendment of the National Housing Act to include within its scope mortgages on existing houses.

Finally, measures should be taken to increase the efficiency of the industry by intensifying training programs for tradesmen, supervisors, engineers and construction managers; by increased research into and development of new methods, materials and equipment; and by continued expansion of the wintertime construction program.

Turning to labour costs, Mr. Soules said:

"... Management is, of course, most conscious of labour costs because in the final analysis they account for practically the whole cost of the final product. And it is the final cost of the construction project that influences owners whether or not to build. Once again, it is a mutual problem. Both parties will benefit from lower costs and the relatively larger volume of business they will encourage. Both parties will benefit from the absence of work stoppages, be they strikes or lockouts. Both will benefit from the highest possible profits and wages that the market can stand. Both will benefit from improved training programs and more wintertime construction."

W. H. Jost, Q.C.

Of the four Atlantic Provinces, only Newfoundland had made any "very substantial alteration of the statutory law bearing on trade unions, their functions, rights and immunities," said W. H. Jost in an address on changes in labour legislation in Newfoundland, New Brunswick, Prince Edward Island and Nova Scotia.

The Newfoundland changes, he said, "are most interesting to any student of labour law and some of them, I think, may properly be characterized as significant." He then described the principal provisions of the

Newfoundland Trade Union (Emergency Provisions) Act, which revoked the certification of two locals of the International Woodworkers of America (L.G., April 1959, p. 360); the 1959 amendment of the Newfoundland Labour Relations Act, which provided for the dissolution of any union in the province whose international officers have been convicted of certain heinous crimes (L.G., April 1959, p. 360); and the Newfoundland Trade Union Act, 1960 (L.G., Nov., 1960, p. 1153).

Mr. Jost remarked that the general idea behind the 1960 Trade Union Act "is to apply to trade unions supervision and regulation designed to ventilate their operations, to ensure they are properly operated by the officials in control and to make available to the membership full information on matters of internal regulation and finance."

One of the changes in the new Act mentioned by the speaker was the omission of a provision contained in the old Act under which registered trade unions were protected from civil actions in the courts. This change had left the status of unions in the matter of such actions "somewhat in the air."

"However, it is considered, although I believe not yet decided in the courts, that amendments to other legislation have removed the procedural difficulties in bringing a civil action against a trade union in its own name," Mr. Jost said.

In the 1960 amendments, he said, there was an interesting stipulation that any provision in a collective agreement which seeks to impose a union security provision requiring union membership as a condition of employment is effective only if membership in the union is available to the employees concerned.

"It thus appears," he said, "that if the union, for reasons of its own, withdraws or withdraws union membership from one of the employees concerned, such action *ipso facto* voids the union security provision in the collective agreement."

In New Brunswick, Mr. Jost pointed out, there have been no amendments to the Labour Relations Act since 1956. Prince Edward Island did not have a Labour Relations Board until 1959. The only amendment in the province in 1960 dealt with the revocation of the certificate of a bargaining agent and provided the Minister of Labour with authority, after the certification has been in effect at least 10 months, to revoke that certificate where, in his opinion, the certified union no longer represents a majority of the bargaining unit or the unit itself is no longer appropriate for collective bargaining (L.G., Nov. 1960, p. 1155).

In Nova Scotia, Mr. Jost said, a Royal Commission is currently sitting under terms of reference to inquire into the workings of the Trade Union Act in its entirety and to make recommendations for its improvement. He added that the Act had not been amended since 1957.

Concluding his remarks, Mr. Jost, admitting that he was perhaps a little biased on the subject, thought that "a change in the current legislation which would at least encourage the growth of union responsibility to perform the contracts which unions make, and to make unions subject to a reasonable measure of control and regulation as are other powerful bodies corporate and politic, will be in the best interests not only of the general public but also of the employees represented by trade unions and perhaps the unions themselves."

G. S. P. Ferguson, Q.C.

The amendments to the Ontario Labour Relations Act that were enacted in October 1960 (L.G., Nov. 1960, p. 1153) "afford little comfort for management," G. S. P. Ferguson, Q.C., member of a Toronto law firm, told the convention. He added, however, that the new Act might "vaguely, and perhaps in vain, provide some additional means of curbing recognized abuses of power by unions, particularly in the construction industry."

Mr. Ferguson expressed some apprehension about the "substantial degree of additional power now thrust into the hands of the Labour Relations Board" in its administration of the new Act, and some alarm about the "vague terminology" of the Act. The construction industry, he also pointed out, had far more to win or lose through the amendments than any other industry.

Before going on to discuss the amendments to the Act in some detail, the speaker pointed out the difficulty of assessing the results of these changes when, as yet, the amendments had not been subject to interpretation by the Labour Relations Board, and in addition the Jurisdictional Disputes Commission provided for in the legislation had not been set up.

Coming to particular amendments, he described first the one regarding applications for certification, which gives to the applicant union the alternative of applying to the Board for certification outright, or of "applying to obtain a pre-hearing vote which may result in subsequent certification after a vote by secret ballot supervised by the Board."

The previous procedure became "seriously bogged down" when adjournments and investigations resulted from petitions against

the union or from charges of unlawful activity. This procedure still remains in existence if the union so chooses, Mr. Ferguson pointed out.

The power now given to the Board of establishing a terminal date would, he said, eliminate delays, but "at the same time it rigidly curtails the time period during which employees can express their own wishes to object to the union seeking immediate bargaining rights."

The Board now "appears to have absolute authority to refuse to accept any evidence not presented in the prescribed form or within the prescribed time," the speaker said.

In the construction industry, where craft unions apply to represent the usual craft units on a short-term project, undoubtedly the method of the pre-hearing vote process prior to certification will be adopted, the speaker said; and in such cases there would not usually be any petitions against the union, or other charges.

In determining bargaining units, particularly those relating to craft applications, the Board has now been given the additional discretionary power to consider industrial collective bargaining history, as well as craft history, when a craft union applies for certification for employees engaged within its own craft. This amendment constitutes a boost to industrial unions, who will now be much more successful in retaining their over-all bargaining rights due to a history of industrial collective bargaining, and thereby resist any chipping away process which previously so often resulted from individual craft applications. The operating engineers, as a craft union, will lose substantial raiding opportunities from this amendment.

Regarding conciliation services, the amendment of the Act had produced two important changes, he said. "First, there is now a provision for the use of private mediation upon the joint request of the parties as a full substitute for the standard conciliation procedure. Secondly, there is provision for rigid time limits during the course of the established two-stage conciliation process . . ."

Private mediation, if chosen in preference to ordinary process, would give the mediator the same power, authority and obligations as a conciliation board, the speaker said. On the other hand, the standard conciliation process would be expedited by the requirement that a board must now report its findings and recommendations within 30 days after its first meeting.

One important amendment was the recognition by statute of an employer's right to express his views to his employees as long as he did not do so in such a way as to amount to coercion, intimidation, threats, promises or undue influence. But the effect

of this amendment was hard to predict in view of the wide fluctuations in the Board's policies on this matter in the past, Mr. Ferguson said.

Certainly, today there exist no reliable standards which any employer can confidently adopt when expressing his views to employees on the advantages and disadvantages of supporting a union. The Board's power of interpretation remains supreme so long as the Legislature is reluctant to call a spade a spade.

The speaker described the amendment relating to the taking of a strike vote by a union as "an inadequate compromise between the old system and requiring compulsory strike votes supervised by government officers."

"The new amendments do actually create additional tools to attack organizational picketing," he said, but he thought that experienced union organizers would be able "to hide behind its [the Act's] ambiguous language when obviously unlawful strikes occur."

The machinery for settlement of jurisdictional disputes within the construction industry "continues in a state of chaos in Ontario," the speaker said. "Voluntary conferences between labour and management within the industry for the purposes of discussing this and other topics have been absolutely fruitless." Some craft unions accept the jurisdiction of the National Joint Board in the United States, while some appear to ignore it completely. In either case, the Joint Board's decisions are unenforceable in Canada. Moreover, representatives of unions that do recognize its jurisdiction often ignore its decisions when they consider them contrary to the interests of their craft.

Mr. Ferguson outlined the new legislation's provisions relating to the Jurisdictional Disputes Commission. The Commission has not yet been constituted, and at present there was no way of assessing the tribunal's possible effectiveness. Serious problems might be anticipated in its operation, however, he thought.

"The new Ontario legislation widens the apparent grounds on which an employer may not discharge an employee notwithstanding the existence of a union security clause in a collective agreement. At the same time, the Act appears to narrow the right which had been extended to employers and trade unions to include union security clauses in their collective agreements," Mr. Ferguson said.

He pointed out that although the new law prohibits the discharge of an employee because of his activity against a trade union that is a party to an agreement, or on behalf of another union, it did not oblige a union

to reinstate the employee as a member or to admit a non-member to membership.

Under the new Act, decisions of an arbitrator or an arbitration board, decisions of the Labour Relations Board in discrimination cases, and interim orders of the Jurisdictional Disputes Commission were enforceable as orders of the Supreme Court of Ontario, he pointed out. But there exists "one interesting gap in that decision of the Labour Relations Board on appeal from the Jurisdictional Disputes Commission do not appear to be similarly enforceable."

K. A. Pugh

The Deputy Minister of Labour for Alberta, K. A. Pugh, discussed the amendments to the Alberta Labour Act that were enacted in April 1960 (L.G., Nov. 1960, p. 1153).

Certain sections of the labour movement, the Deputy Minister said, had described the bill in which these changes were embodied as "the obnoxious Bill 108." But he contended that "beneficial" would be a better description, since the measure ensured protection for the just rights of the employers, the employees and the public in the realm of labour relations.

Mr. Pugh confined his observations mainly to the "Labour Relations" section of the Act, in which the principal amendments were made.

Regarding certification of unions, he remarked that Alberta was the only province whose legislation expedited the certification procedure by setting a limit to the time that the Board of Industrial Relations could spend in making its inquiries in connection with an application. The amendment had extended from seven days to 21 days the time allowed over and above the regular 21 days, making a total of 42 days.

Dealing with the amendment that is intended to prevent organizational picketing, he said that some labour leaders had described it as obnoxious and as an interference with a trade union's normal organizing functions. But he added that "the vast majority of the members of the building trades unions and other unions are opposed to this type of picketing."

We feel confident, in the light of this new section, that organizational picketing will not be conducted by trade unions knowing that they will not receive recognition by the Board and that any coercive collective agreement... would not be a collective labour agreement in the eyes of the law.

The speaker pointed out that the new provisions of the Act regarding such picketing did not infringe upon the jurisdiction of the Parliament of Canada. He referred

to the sections of the Criminal Code of Canada relating to peaceful picketing, and he said that the province had not encroached on this field.

The amendment providing that all the terms of an agreement shall be kept in force, by common consent of the parties, during the period of negotiations for a new agreement, did not prevent the employees from voting for a new bargaining agent if they wished to do so, Mr. Pugh said, and it had been made in accordance with the wishes of a number of unions and employers. Previously, more than one court decision had ruled that contractual obligations not constituting ordinary terms of employment died on the termination date of a collective agreement. Mr. Pugh referred particularly to union security, and grievance procedure provisions as examples of such contractual obligations.

One of the most controversial of the amendments, he said, was that which aimed at preventing secondary boycotts, including the refusal to handle "hot cargo." He remarked that "actually this amendment to the law was not necessary," because since 1938 the Act had outlawed sympathy strikes.

The only innovation, he contended, was in the application of the Act to "hot goods or cargo." The value of the new section, however, was "to clearly spell out that an employee who refuses to perform work for the reasons contained in the subsection would be creating an unfair labour practice and be subject to penalties."

An important amendment that had no direct application to the construction industry was that relating to strikes in public utilities and other public services, the Deputy Minister said. The amendment empowers the Lieutenant-Governor in Council to intervene when a state of emergency arises in such a dispute and to replace the normal procedures in disputes by emergency procedures. Such action would have the effect of making a strike illegal.

Although there had never been "a withholding of services by civic employees or by employees in hospitals" in the province, Mr. Pugh said, leaders of civic employees' unions had "bitterly opposed" this section granting emergency powers. He contended, however, that it was justified by "changing trends... and the public reliance on the services of cities and hospitals, together with new influences in the labour movement."

The speaker went on to defend past actions of the Board of Industrial Relations in trying to help the parties in a dispute, most of which, he said, had been taken "informally and actually without authority."

In particular, he justified the intervention of the Board in such a case as the refusal of an employer to abide by the decision of an arbitration board. A case of this kind, he admitted, could have been referred to the courts; but the Board had sometimes considered it advisable to try rather to settle the grievance amicably.

Wilfrid H. Heffernan

"My answer to...all who cry about freedom is that some sections of the [British Columbia Trade-unions] Act, if taken by themselves may seem to restrict freedom, but the entire Act, when read as a whole, clearly protects the rights of everyone, except the parties to a labour dispute, to become involved or not to become involved as they choose."

This statement was made by Wilfrid H. Heffernan, a Vancouver lawyer, who spoke on the changes in labour legislation effected by that Act, passed in March 1959 (L.G., Oct. 1959, p. 1028).

In his address to the convention he asserted that the law in question would present no problems involving freedom or freedom of speech if union leaders would just obey the law "as all good citizens should." He added that it was necessary "to take the prohibition sections out of their context in order to read them as a general prohibition against freedom of speech."

In a review of the circumstances that led to the passing of the Act, the speaker said that the decision of the Supreme Court in the *Aristocratic Restaurants* case in 1951 (L.G. 1951, p. 1553) had established the principle that peaceful picketing was lawful. "The unions took full advantage of the situation.

"It was a very common sight in British Columbia, after the Aristocratic decision and up to the passing of the new Trade-unions Act... to see pickets walking up and down in front of a store or business establishment with a sign reading: 'this store has no union contract' or 'this employer is unfair to labour.' If the employer took action against the union and the pickets, the union usually contended that it was only giving out information to the public; that what they were doing was permissible under the Trade-unions Act, and had been given the seal of approval by the courts in the Aristocratic decision."

The courts could do nothing, Mr. Heffernan said. The refusal of customers, suppliers and trade unionists to cross the picket lines combined to give the trade unions "a

stranglehold on the economy of the province." By 1959, when the new Act was passed, "the action of 'information pickets' on patrol duty began to have a really serious effect on the economic life of British Columbia," he asserted.

The speaker quoted statistics that purported to show that between 1952 and 1959—when the new Act was passed—there had been 41 "quickie" strikes in the lumber industry resulting in a loss of 215 working days, and an illegal strike in the entire industry in 1952 that lasted for 44 days, making a total of 259 days lost. Since the passing of the new Trade-unions Act in March 1959 there has been only one "quickie" strike in the lumber industry lasting two days.

"There is no question but that the new Trade-unions Act has had a very strong influence in cutting down illegal and 'quickie' strikes in the lumber industry," he declared.

The speaker asserted that in the five years prior to March 1959, "a large segment of the public, and many in the ranks of the labour movement, became convinced that a better balance between unions and employers was essential if the economic development of British Columbia was to continue."

The bill that was designed to strike this balance was opposed by the trade unions "with all the force at their command," and was assailed by them as an encroachment on their vested rights, he said.

The new Act, Mr. Heffernan said, allowed picketing only when a strike was legal or when there was a lockout, only at the employer's place of business, and only by lawful means. The effect was to prohibit jurisdictional, sympathy, secondary, and recognition picketing, and to confine other picketing to the place where the dispute took place and to the employer directly involved.

Some important parts of the Act were favourable to labour, he said. These included: restrictions on the granting of *ex parte* injunctions; liability of employers' organizations for action in damages in case of a breach in the Labour Relations Act or the new Trade-unions Act; freeing of union members and leaders from fear of action for damages for conspiracy; and the constituting of management organizations, as well as unions, as legal entities for the purpose of suing or being sued.

Labour had complained bitterly about the provision that in action for damages and in prosecutions against management organizations and unions, the act of any member of such organization is presumed

to have been authorized by the organization, unless the contrary is shown. But although the unions had said that democracy itself was threatened by this provision, as far as he was aware it had not been used yet, and the Act has been in force for nearly two years, Mr. Heffernan said.

The new Act had set out definitely how far unions could go in picketing, whereas under the old Act they had not been sure of their rights, he remarked.

"Now, what has been the result since this bill was passed in March of 1959? None of the things that the labour leaders predicted have come true; there have been very few wildcat strikes... Both management and labour have accepted the terms of the new Trade-unions Act... there have only been a few cases where the courts have had to adjudicate upon the terms of the... Act," the speaker contended.

Referring to the federal Industrial Relations and Disputes Investigation Act, he contended that it should be "revised and streamlined so that the important ingredients of the Trade-unions Act of British Columbia are incorporated therein." In the case of unions certified under the federal Act it was doubtful whether the Trade-unions Act of the province would apply if a strike occurred, and he thought that the federal Government should pass legislation similar to the B.C. Act, "so that the same law will be applicable all across Canada."

Claude Jodoïn

"We should make a more concentrated effort to learn about and to develop the causes of labour peace," Claude Jodoïn, President of the Canadian Labour Congress, said in his address at the luncheon on the first day of the convention.

Although our society has been making tremendous strides in scientific and technical fields, it had made little progress in developing better human relations; and this, Mr. Jodoïn continued, showed itself in employer-employee relations generally. There had been improvements, but not on the scale that could have been wished.

"Surely we should take care not to develop a habit of expecting governments to continuously pass laws in the hope that they will settle our problems. We feel that better labour-management relations are not likely to be the product of legislation. This must come rather from a development of trust and understanding and from experience in working together," the CLC President said.

He remarked on the keen interest that the CCA had shown in labour-management committees within the framework of collective bargaining, and he suggested that the possibility of closer co-operation in other matters should be explored. Safety, he thought, was a case in point.

The action of the Ontario Workmen's Compensation Board in raising contribution rates in the construction industry by 70 per cent "must be a very important matter to you," Mr. Jodoin remarked. An inadequate or ineffective safety program could be very costly both in money and in human suffering.

Some people in the labour movement are of the opinion that labour had been left

out of some safety programs. Mr. Jodoin continued. "We think the employees have just as great an interest [as employers] and surely the participation of the employees is vital to the success of any safety program."

The President of the Canadian Construction Association for 1961 is A. G. Sullivan, Foundation Maritime Ltd., Montreal, who was elected by the convention to succeed J. M. Soules, Robertson-Yates Corp. Ltd., Port Credit, Ont.

Among the chairmen of standing committees, whose appointment was announced by Mr. Sullivan after his election, were: Labour Relations—G. Milson, Montreal; and Wintertime Construction—Raymond Brunet, Hull.

Labour Legislation of the Past Decade—IV

Fourth of series of articles reviewing developments in labour legislation in Canada since 1950 begins review of industrial safety and health legislation

Part 5—Industrial Safety and Health

During the decade, many developments took place in the various kinds of legislation aimed at the safety of work places and equipment and the control of industrial health hazards.

The basic purposes and methods of regulation in the earliest types of safety legislation, factory and boiler Acts, have not recently been changed, but a number of amendments were found necessary.

There were substantial developments in the legislation dealing with elevators and lifts, a type of legislation that secures the safety of the public as well as of people at work. The trend was to extend provisions that originally applied only to lifting devices in specified work places to passenger and freight elevators, wherever they are found, and also to some other types of lifting devices, among them ski tows. The amount of new legislation on this subject is considerable.

The growth of the gas and oil industry has resulted in new hazards and new ways of controlling them. A whole new body of legislation has grown up, applying to the stages of production, transportation, storage and distribution, and, finally, the design, installation and servicing of oil and gas burning equipment.

In the field of construction, in which the equipment used and the methods of work have until recently been largely a matter of local supervision, some provinces have increased their activities.

The safety legislation of the past decade reflects the increasing use being made by government authorities of the safety codes of standard-making bodies, particularly those of the Canadian Standards Association. Drafted by committees of technical experts, drawn principally from government and industry, these codes provide a uniform standard which can be made legally enforceable in any province when adopted as regulations by the appropriate authority, or used as a guide by government inspectors, employers, employees, and others concerned with the safety of workers and the public.

Before 1950 the provincial labour authorities were associated with the Canadian Standards Association in drafting the existing CSA codes concerning boilers and pressure vessels, elevators, electricity, mechanical refrigeration, identification of piping systems, head and eye protection, and window cleaning, and since that time have participated in the revision of existing codes and the development of new standards in other hazardous fields.

The past ten years have seen the development of safety codes for the woodworking industry (1952), for the guarding of punch presses at point of operation (1957), and codes governing the installation of oil-burning equipment (1957) and gas burning appliances and equipment (1958).

Factories Legislation

At the beginning of the decade, in all provinces except Newfoundland and Prince Edward Island, Factories Acts had been in effect for a number of years. In Ontario, the legislation is called the Factory, Shop and Office Building Act; in Quebec, the Industrial and Commercial Establishments Act. In the other provinces they are called simply Factories Acts but, as in Ontario and Quebec, they cover other premises besides manufacturing plants.

Laundries and dry-cleaning plants and other places where goods are repaired or serviced are covered in all provinces; shops and office buildings in New Brunswick, Quebec, Ontario and Alberta; construction projects in Quebec; and amusement places in New Brunswick. (The Quebec Public Building Safety Act, administered by the factory inspectors, applies to office buildings of more than two storeys; stores having a floor area of more than 3,000 square feet; amusement places; and other public buildings.)

The general intent of these Acts is to require factories and the other work places covered by the Act to be kept in such a way that the safety or health of the persons employed will not be endangered. Each Act contains provisions regarding lighting, heating, cleanliness, ventilation, and space requirements; sanitary facilities; rest rooms and first aid; fire prevention and protection; guarding of dangerous machinery and places, dangerous substances and dangerous fumes; and, in most cases, limits upon excessive hours of work or night work of women and young people. Under most of the Acts, detailed regulations may be issued establishing safety rules for some particular premises, operation or substance.

Factory Acts have not been substantially changed in the decade, but amendments have been made on particular points and a number of important regulations dealing with particular premises or operations have been issued or revised. These changes are reviewed below.

Quebec

In Quebec, the special regulations for the protection of employees working on construction projects, first issued in 1950, were replaced in 1956 and amended in 1958. As they now stand, they apply to any work of construction or demolition and to any "trench", meaning any excavation in the ground of 4 feet or more in depth, where the depth exceeds the width.

Every employer, before starting construction or excavating operations within the scope of the order, is required to notify in

writing the labour inspection office of the district where the operations are to be carried out. He is also required to submit drawings and specifications of a trench. Before being used in construction or trench excavating operations, all equipment, portable or otherwise, is to be examined by a qualified person designated by the employer. An inspector may, by written notice, require any equipment, including freight elevators, scaffolding, cranes, or other gear to be made safe and, in case of any imminent danger, "he shall order the immediate suspension of the operation of any apparatus and forbid the use of any defective tools and require the immediate repairing thereof."

The regulations set out specific standards in respect to hoistways, hoisting apparatus and cranes and derricks. An approved signal system must be installed to assure proper operation of freight and other elevators. Standards in respect to scaffolding were already required under the Scaffolding Inspection Act, scaffolding having been subject to special rules and inspection in Quebec since 1908.

Rules in regard to trench excavation deal with shoring and timbering, the use of drilling machines and explosives, provision of protective hats and protection from gases and fumes. Persons under 18 years of age may not be employed in trench drilling operations.

There is also a specific rule in respect to temporary floors in steel buildings, and this was amended in 1958. The provision now states that for the construction of steel structure buildings, a temporary floor of a specified standard is to be erected one floor under the one on which men are working. In the absence of such a temporary floor, the inspector, with the authorization of the chief inspector, may order the immediate evacuation of all or part of the building under construction.

In 1954, the *CSA Safety Code for the Woodworking Industry* was adopted as regulations under the Quebec Act. The Code, which is intended as a guide for the safe installation, operation and maintenance of woodworking machinery, deals primarily with "point of operation" hazards on machinery used in connection with the finishing of wood products. In the section on plant layout are set out rules for the proper location of machinery and the maintenance of floors and aisles. A number of requirements for machine control designed to safeguard the operator are listed and guarding requirements for specific machines such as circular saws and band saws are set out in

considerable detail. Among other operating rules, the regulations stipulate that a systematic inspection of all woodworking machines and safety equipment must be carried out; provide that operations involving special hazards must be done on suitable machines and require operators in some operations to be provided with goggles and other protective equipment.

Ontario

The Ontario Act was amended several times in the period. In 1952, the requirements with respect to fire escapes were changed to provide that in factories, shops, office buildings or restaurants erected after July 1, 1952, outside fire escapes may not extend above the third floor. Previously, they could extend to the fifth floor.

The practice of requiring plans to be submitted for certain types of buildings before construction or alteration had been instituted as early as 1913. At the beginning of the decade, an owner was required to submit plans for any building intended to be used as a factory, or a building of more than two storeys in height to be used as a shop, restaurant or office building. A 1953 amendment authorized the Department of Labour to collect fees for its work in examining and approving the drawings and plans. In 1957, the requirement to submit plans was extended to one-storey buildings covering 5,000 square feet or more.

A number of changes were made in the period with respect to enforcement. In 1957 the provisions giving the inspector power to act when he finds a condition dangerous to the safety and health of persons in a factory were broadened and clarified and made specifically applicable to a shop, restaurant, office or office building. As reworded, the section provides that where an inspector considers that any place, matter or thing is a source of danger to employees or to the public he is to give notice in writing to the employer or owner directing him immediately or within a prescribed time limit to take such measures to guard the source of danger or to protect the safety and health of persons from the danger as he considers necessary. If the owner or employer fails to comply with the inspector's direction, the penalty set out in the Act is to apply.

Regulations applying to terminal grain elevators, first issued in 1946, were substantially amended in 1957. The particular hazard of such elevators is dust explosion, and to minimize the hazard the regulations lay down requirements in respect to structural design, ventilation, equipment, grain dryers, dust control systems, electrical equip-

ment, fire protection and other matters. The 1957 amendments made changes with respect to a number of these provisions.

Manitoba

In 1957, the Manitoba Factories Act was repealed and re-enacted as Part IV of the Employment Standards Act, which also consolidated the legislation of the province dealing with hours of work and minimum wages.

The requirements upon factory employers were not fundamentally changed, except that stricter control was imposed upon the cleaning or servicing of machinery in motion. It may now only be done with the Minister's written authorization, which may include recommendations as to the safest method of doing the cleaning or servicing. As to premises, basement factories are prohibited except with the written authorization of the Minister. The permission may be conditional upon installation of a specified standard of lighting and ventilation.

Alberta

In 1951, the administration of the Factories Act was transferred from the Department of Public Works to the Department of Industries and Labour (now the Department of Labour). The Act has not since been amended, but in 1954, as may be done by proclamation, several types of machinery and equipment, operated outside a factory, were brought under the Act. These were cranes and hoists, inclined carriage lifts, gravel-crushing and handling machinery, ditching and pipe-wrapping machinery, escalators and moving stairs, pipe lines, seismograph equipment and oil and gas well servicing rigs.

Regulations issued in 1953 required the standards of the *CSA Safety Code for the Woodworking Industry* (mentioned above under Quebec) to be followed by plants using woodworking machinery. The 1956 CSA code, *Canadian Standard Practice of Industrial Lighting*, and the *CSA Code for the Guarding of Punch Presses at Point of Operation* were also adopted as required standards in 1957. In 1959, the revised CSA *Code of Practice for Window Cleaning* was adopted.

The *Code for the Guarding of Punch Presses* covers most types of presses used for punching or stamping material or for similar operations. Among other general safety requirements, the Code specifies that one or more means of safeguarding the press at point of operation must be provided and used on every power press, depending on the method of feeding used.

The Code also sets out specifications for the construction and design of the types of guards used in various press operations.

The *Code of Practice for Window Cleaning*, first issued in 1949 and revised in 1959, applies to window cleaning operations performed on the outside of public or industrial buildings more than one storey high, or in which the sills of windows are located more than 10 feet above grade or adjoining flat roof. All window cleaning equipment used in Alberta in connection with premises under the Act must be constructed in accordance with the requirements of the Code. Also, window cleaners must be provided with specified safety equipment.

The regulations dealing with machinery and equipment in grain elevators, first issued in 1931, were re-issued in 1953, and were again revised in 1957 and in 1960. The effect of the changes is to introduce specific requirements with respect to the construction and maintenance of manlifts and em-

ployees' belt lifts and to require plans and specifications of employees' belt lifts to be submitted to the Chief Factory Inspector for approval before installation is commenced.

British Columbia

The British Columbia Factories Act was substantially revised in 1951. A number of provisions which applied specifically to women and girls were removed. Provisions dealing with employment of children were deleted as being a matter dealt with by the Control of Employment of Children Act. The fire prevention and protection provisions were also removed because of the services available under the Fire Marshal Act. One of the major duties of the factory inspection staff is the administration of the elevator regulations under the Act involving inspection of all passenger and freight elevators in the province, which will be dealt with below.

Elevators and Lifts Legislation

In 1950, all provinces except Newfoundland and Prince Edward Island had legislation laying down safety requirements for elevators, hoists and other lifting devices and providing for inspection, although the provisions varied in scope.

Two provinces, Manitoba and Saskatchewan, had special statutes providing for provincial control of almost all types of elevators and hoists. Factory legislation in the other six provinces laid down safety standards for lifting devices and provided for inspection. Municipal Acts in some provinces also authorized municipalities to pass by-laws regulating elevators and some municipalities had exercised their authority.

The first province to enact special legislation for the regulation of elevators and hoists was Manitoba. In 1916 it passed the Passenger and Freight Elevator Act, which provided for regular inspection of elevators, examinations for elevator inspectors and for the licensing of elevators and operators. It was replaced in 1919 by the Elevator and Hoist Act, which, among other changes, provided for the establishment of an Elevator and Hoist Board with authority to adopt rules and regulations pertaining to the safety of elevators and hoists, subject to the approval of the Lieutenant-Governor in Council. With some amendments this Act is still in force today, one change being that in 1952 the regulation-making power was given to the Lieutenant-Governor in Council, with the Board being retained as an advisory body.

The Manitoba Elevator and Hoist Act applies to lifting devices in any kind of premises and provides for a considerable degree of provincial control. Before new elevators, escalators or other hoisting apparatus are installed or extensive alterations made, plans must be submitted to the Department of Labour for approval. New installations must be constructed in accordance with the standards set out in the regulations and must be inspected before they are put into operation and periodically thereafter, a rule which also applies to elevators which have had extensive alterations. The regulations also provide for the licensing of elevators, prescribe examinations for operators' licences, set a minimum age of 18 for operators of power-driven elevators, lay down operating rules, and require the reporting of accidents.

In 1942 Saskatchewan followed Manitoba's example and passed special legislation, the Elevator and Hoist Act, which provided for provincial control over elevators and hoists and at the same time repealed the sections of the Factories Act dealing with these lifting devices. This Act, which was originally administered by the Department of Public Works and after 1944 by the Department of Labour, required elevator owners to be licensed, fixed a minimum age of 18 for elevator operators, provided for inspection and for the adoption of the CSA *Safety Code for Passenger and Freight Elevators*. In 1949 this Act was replaced by the Passenger and Freight Elevator Act.

The Saskatchewan Act and regulations provide for periodic inspection of all passenger and freight elevators in the province; for annual licensing of elevators, elevator contractors and operators of all passenger elevators not operating under fully automatic control; and require that plans and specifications of new installations must be submitted to the Department of Labour for prior approval and registration. All passenger and freight elevators are inspected twice annually to ensure compliance with the construction, installation, operation and maintenance standards set out in the regulations.

In British Columbia, provincial control of elevators was provided for in the Factories Act. All elevators, regardless of location, had been subject to inspection by factory inspectors since 1919, and when the Act was amended in 1951 passenger and freight elevators, escalators and dumbwaiters were specifically included in the definition of "factory". In addition to the provision for inspection in the Act, regulations issued in 1935 governing the installation, operation and maintenance of freight and passenger elevators, dumbwaiters and moving stairways constitute a comprehensive safety code for these types of lifting devices. Operators of passenger elevators must be at least 18 years of age and must pass an examination set by an inspector in order to qualify for a licence.

The Alberta Factories Act also provided for the regulation and inspection of elevators and in 1938 the *CSA Safety Code for Passenger and Freight Elevators* was adopted as regulations under the Act. The regulations would apply to nearly all, if not all, elevators in the province, since the Act covered all factories and also shops, hotels and restaurants except in places with a population under 5,000.

In Ontario, inspection of elevators and hoists in factories, shops, restaurants and office buildings was carried on by factory inspectors under authority of the Factory, Shop and Office Building Act, which also laid down standards for the construction and operation of elevators and hoists. In addition, the Municipal Act permitted municipalities to pass by-laws regulating passenger elevators but few had exercised this authority, a notable exception being Toronto.

In Quebec, elevators in industrial and commercial establishments were subject to regulation and inspection under the Industrial and Commercial Establishments Act, and elevators in public buildings were regulated under the Public Building Safety Act.

The factory Acts of New Brunswick and Nova Scotia also provided for inspection of elevators but provincial control was not as extensive as in British Columbia because of the limited coverage of the legislation. In Nova Scotia, only elevators in factories came within the scope of the Factories Act. In New Brunswick, where the factory legislation had a wider application, elevators in hotels, restaurants, stores, amusement places and office buildings as well as those in factories were subject to inspection.

In the decade between 1950 and 1960, the most important development in the field of elevator safety was the enactment of special legislation by three provinces, Ontario, Nova Scotia and New Brunswick. Ontario was the first to follow the example of Manitoba and Saskatchewan, passing the Elevators and Lifts Act in 1953. The Act, which went into force June 17, 1954, provided for provincial control over licensing and inspection of elevators and lifts. Similar legislation was adopted in Nova Scotia in 1956 and took effect January 1, 1958. In 1960, New Brunswick passed the Elevators and Lifts Act, to be brought into force by proclamation, at which time the sections of the Factory Act dealing with elevator safety will be repealed.

During this period also, several provinces adopted the *CSA Safety Code for Passenger and Freight Elevators*. Prior to 1950, the Code had been used as a guide for inspectors in a number of jurisdictions but only two provinces, Alberta and Saskatchewan, had adopted it in full. In 1953, Quebec issued new regulations under the Industrial and Commercial Establishments Act and the Public Building Safety Act which embodied the provisions of the Code. The elevators and lifts Acts enacted in Ontario and Nova Scotia specifically provided that inspectors were to apply the Code when inspecting new elevators and hoists. In 1960, Alberta, which had been the first province to adopt the earlier version, adopted the second edition as regulations under the Factories Act, effective January 1, 1961. New regulations under the Saskatchewan Passenger and Freight Elevator Act, which went into force January 1, 1961, also adopted the latest edition of the Code.

Another new trend was the extension of the legislation to certain types of lifting devices not previously covered. In 1950, in British Columbia, the regulations governing elevators and lifts were amended by the addition of new sections setting out rules for the construction and safe operation of moving stairways and power dumbwaiters. In 1954 Alberta issued a proclamation declaring cranes, hoists, inclined carriage lifts,

escalators and moving stairs as factories, thereby providing for regulation and control of such lifting devices. In 1959, aerial tramways, chair lifts, ski tows, rope tows and inclined passenger lifts were brought within the scope of the Alberta Factories Act and regulations were issued setting out safety rules for these types of lifting devices. Regulations governing the construction and operation of aerial tramways (defined to include ski tows and rope tows) were also issued in British Columbia during this 10-year period.

New Elevator Acts

The purpose of the legislation enacted in Ontario, Nova Scotia and New Brunswick during this decade was to safeguard operators and other employees in establishments where lifting devices are installed, as well as the general public, and, in the case of freight elevators, to protect workers handling industrial materials in all types of industry.

To carry out this intent, the Acts provided for control by the Department of Labour at several points. No new installation may be commenced or any major alterations undertaken without the approval of the Department of Labour. In Ontario and Nova Scotia, no elevator or lift may be operated unless it is licensed, and once the New Brunswick Act comes into force, no person may operate an elevating device unless he is the holder of a valid certificate of inspection. The three Acts provide that every elevator and lift must be inspected at least once annually, the Ontario and Nova Scotia legislation adding a proviso that the inspections must be carried out by persons holding a certificate of competency. The Nova Scotia and Ontario Acts also provided for the licensing of elevator contractors. Provision was also made in the Ontario legislation for the licensing of elevator operators. All three Acts require the reporting of accidents and authorize the Chief Inspector to investigate such occurrences.

Coverage

The coverage of the three Acts is very broad. All elevators, dumbwaiters, escalators, manlifts and incline lifts (defined to include ski lifts and ski tows) are subject to the legislation, except elevating devices within the scope of provincial mining Acts; feeding machines or belts or similar types of freight conveyors; freight ramps or platforms rising five feet or less; lubrication hoists or similar mechanisms; piling or stacking machines used within one storey; and temporary construction hoists. Elevators and lifts or other types of lifting devices used in private dwellings are exempted in

Ontario and Nova Scotia unless the owner makes application to come under the Act.

When passed, the Ontario legislation also excluded passenger elevators in Toronto and freight elevators in municipally owned buildings in Toronto because the municipal inspection service was considered adequate, but a 1960 amendment to the Act brought these elevators under provincial control, effective January 1, 1961. Other classes of elevators may be exempted by regulation and in Ontario and Nova Scotia elevating devices installed in or around barns and used exclusively for agricultural purposes, and certain types of small dumbwaiters have been exempted by this method.

Inspectors

All of these Acts provide for the appointment of a Chief Elevator Inspector and an inspection staff. Inspectors are prohibited from having any direct or indirect interest in the manufacture, sale, installation or maintenance of elevator or lifts, and in Ontario and Nova Scotia are required to hold certificates of competency.

Regulations currently in effect in Ontario provide that an applicant for a certificate of competency must be at least 25 years of age; must obtain at least 60 per cent on the prescribed examinations, and must be able to prove that he is a qualified engineer or has had adequate training and experience in the design, construction, maintenance or inspection of elevating devices. There is no minimum age requirement in the Nova Scotia legislation nor is any specific educational standard set but, as in Ontario, the regulations stipulate that an applicant must be able to show that his training and experience are sufficient to make him competent to discharge his duties capably.

In Ontario and Nova Scotia, a certificate of competency may be issued to a representative of an insurance company provided he has the same qualifications as a government inspector. In addition, the insurer must file with the Minister a letter stating that the applicant has been employed to make inspections and certifying as to his integrity and ability and recommending that he be granted a certificate of competency.

In both Ontario and Nova Scotia, a certificate of competency may be cancelled or suspended if the holder is found to be untrustworthy or has been guilty of wilful negligence or falsification of reports. In addition, the regulations state that a government inspector may have his certificate suspended or cancelled if he is found to have any direct or indirect interest in the manufacture, sale, installation or maintenance of elevating devices.

As previously indicated, the Ontario, Nova Scotia and New Brunswick Acts state that every elevating device must be inspected at least once annually, the New Brunswick legislation further providing that the Chief Inspector may order additional inspections if he considers it advisable for reasons of safety.

In Ontario and Nova Scotia, if the inspection has been made by an insurance company inspector, the Chief Inspector may at any time require a further inspection by a government inspector. A copy of the report of each annual inspection made by the insurer must be filed with the Chief Inspector within 30 days unless the representative finds an unsafe condition, in which case the insurer must forward a copy of the inspection report within 24 hours. In Ontario, an insurer who cancels the insurance on an elevator or lift or rejects an application for insurance must notify the Chief Inspector immediately, giving the reasons for his action. The same rule applies in Nova Scotia if insurance is cancelled or rejected by reason of a defect known to the insurer.

In carrying out their duties, inspectors in Ontario and Nova Scotia are expressly required by the Act to apply to new installations of elevators, dumbwaiters and escalators the rules contained in the 1951 edition of the CSA *Safety Code for Passenger and Freight Elevators*. Such parts of the Code as the regulations require must be used during inspection of major alterations of elevators, dumbwaiters or escalators and of new installations or major alterations of incline lifts.

Under the three Acts, an inspector has the right to enter any premises where he has reason to believe that an elevator or lift is being installed or operated and to require the owner to comply with the Act or regulations within a specified time. In Ontario, however, an aggrieved person has 10 days in which to make a written appeal to the Minister, who may affirm, vary or cancel the inspector's directive.

Licensing of Elevating Devices

In Ontario and Nova Scotia, a licence is required for the operation of every elevator, dumbwaiter, escalator, manlift or incline lift covered by the legislation. Licences are granted by the Chief Inspector and are valid for one year. The licence must designate the elevator or lift for which it is issued and state its maximum capacity. An elevator licence must be posted in the elevator car. Any other licence is to be kept in a conspicuous position on or adjacent to the lift for which it is issued.

A licence may be transferred upon application and payment of the prescribed fee. In both provinces, however, the regulations stipulate that the Chief Inspector may not transfer a licence while it is suspended or an unsafe condition exists or if the applicant owes fees or other expenses for which he is liable under the legislation.

The Chief Inspector may suspend a licence if the owner of the elevating device fails to comply with a notice or order of an inspector or if the licensee is more than 14 days in arrears in paying any fee or expenses for which he is liable under the Act or regulations. A licence may also be suspended if a major alteration has been commenced, or if the Chief Inspector believes that the elevator or lift is being operated contrary to the Act or regulations or that the insurer cancelled or rejected insurance because of non-compliance with the legislation.

When a licence is suspended, the Chief Inspector must send the licensee a notice giving the effective date and the reasons for the suspension and enclosing a copy of the sections of the regulations setting out conditions under which a suspended licence may be reinstated. The Chief Inspector may discontinue the suspension on written order whenever he is satisfied that conditions have been remedied.

After the New Brunswick Act comes into force, an owner may not operate an elevating device without a certificate of inspection signed by the Chief Inspector. The form of the certificates and the conditions under which they will be issued will be prescribed by regulation.

Registration of Contractors

As well as requiring the licensing of elevating devices, the Ontario and Nova Scotia Elevators and Lifts Acts authorize the Lieutenant-Governor in Council to issue regulations providing for annual registration of contractors. Regulations issued in both provinces state that no person may engage in the business of constructing, installing, altering, repairing, servicing or testing elevating devices without being registered with the Chief Inspector.

Under the Ontario regulations, the Minister has authority to suspend a contractor's registration for a violation of the legislation or for allowing an elevator under his control to be used while it is in an unsafe condition or is overloaded. A registration may also be suspended if the contractor is guilty of negligence or incompetence, if he knowingly permits a subcontractor to be so negligent as to cause a hazard to persons or freight, or if he performs any

work or allows a subcontractor to work while his ability is impaired by the use of alcohol or drugs. The same rules apply in Nova Scotia, except that in that province the authority to suspend or cancel a contractor's registration is given to the Chief Inspector rather than to the Minister.

Licensing of Operators

Still another form of control in Ontario is the provision for the licensing of elevator operators. All elevator attendants must be licensed except operators of automatic elevators or incline lifts which meet the requirements set out in the regulations. To qualify for a licence a person must be at least 18 years of age and have had sufficient experience under the supervision of a licensed attendant to appreciate all the dangers connected with elevator operation and to operate the elevator safely.

Plans and Specifications

Both the Ontario and Nova Scotia Acts expressly state that drawings and specifications of all new installations or major alterations must be approved before work is begun. In Ontario, drawings and specifications giving detailed information as to the size, composition and arrangement of the proposed new installation or major alteration are examined by an engineer of the Department. In Nova Scotia, plans and specifications must be approved by the Chief Inspector. The new Brunswick Act lays down no specific requirement but leaves the matter to be dealt with by regulation.

Reporting of Accidents

Similar reporting requirements are laid down in the three Acts. If an accident occurs which causes injury to any person, if the emergency supporting devices engage, or if an elevator, dumbwaiter, escalator, manlift or incline lift falls freely, the owner must notify the Chief Inspector in writing within 24 hours. If the accident results in death or in injury which may cause death, the owner must notify the Chief Inspector by telephone or telegraph immediately, and no person may disturb any wreckage or article connected with the accident, except to save life or relieve suffering, without the permission of an inspector. On receipt of notice, the Chief Inspector must initiate an investigation to determine the cause of the accident or occurrence.

Offences

All three Acts forbid an owner to operate an elevator or lift unless it complies with the Act and regulations. No person may operate an elevating device if its load

exceeds the maximum capacity as designated in the licence, or in Ontario and Nova Scotia if he has reason to believe that it is otherwise unsafe.

Penalties are provided for breaches of the legislation. Each additional day on which a violation is continued is deemed to be a separate offence.

Regulation of Other Lifting Devices

As has been noted, some types of lifting devices not previously regulated were brought under provincial control during this period. In 1950, British Columbia issued safety rules for moving stairways and power dumbwaiters that require, among other provisions, the installation of guards and safety devices and provide for strict tests either in the manufacturer's plant or on installation.

The regulations governing inclined passenger lifts issued by Alberta in 1959 follow the same pattern as other legislation adopted during this period and provide for prior approval of plans and regular inspections.

Ski Tows, Aerial Tramways

As has been indicated, a number of provinces where skiing is becoming an increasingly popular sport made provision for the regulation and inspection of ski tows and similar types of aerial tramways during this period.

Special regulations were issued in British Columbia and Alberta. In Ontario and Nova Scotia, provision was made for the licensing and inspection of ski tows and rope tows under the new elevators and lifts Acts and similar provisions will come into effect in New Brunswick when the Act is proclaimed.

Although no special regulations have been issued, ski tow installations have been subject to inspection by Department of Labour inspectors in Quebec for some time, being considered to be within the scope of the Public Building Safety Act. It has been the practice to make inspections of installations shortly after the first snowfall and once again at the peak of the season.

The first province to adopt special regulations for ski tows and other types of aerial tramways was British Columbia. In 1950, the Chief Inspector of the Department of Railways made a tour of the larger chairlift installations in British Columbia, Alberta and northwestern United States and issued a report on his findings. As a result, in 1952, regulations were issued under the Railway Act that specified that all construction had to be under the supervision of a qualified engineer and provided for annual inspections. These regulations, reissued in 1959, now govern the location, construction and

operation of aerial tramways, including chair lifts, cable cars and ski tows, and provide for control by the Department of Commercial Transport at several points.

Before any construction is commenced, the Minister of Commercial Transport must first approve the general location of any proposed aerial tramway. After the site has been approved, the tramway company must then submit a plan and profile of the proposed installation for the Minister's approval.

Appliances and appurtenances must also be approved. Detail plans and cross-sections for wooden or steel terminals and intermediate towers are to be sent to the Chief Inspector of the Department, who must also approve working drawings or blue prints of all mechanical details and appurtenances.

The regulations also provide for checking by inspectors during the manufacturing stage. A manufacturer's certificate, properly signed and notarized, must be sent to the Chief Inspector for every travelling or track wire rope on which passengers are to be carried or upon which depends the safety of any aerial tramway operation. Among other data, this certificate must show the specification of the material used, the tensile strength of the wire and the ultimate strength of the rope. Common black pipe may not be used as the main support of chairs unless it has passed destruction and bend tests satisfactory to the Department and witnessed by an inspector.

All chairs are to be tested at the completion of manufacture. If necessary, the Chief Inspector or an inspector may order that rope clamps or chair attachments be stress-relieved and X-rayed after manufacture and an affidavit certifying that this has been done forwarded to the Department.

Specific requirements are also laid down for other attachments and equipment. All electrical wiring and apparatus must conform with the requirements of the regulations under the Electrical Energy Inspection Act of the province. All pressure vessels and air receivers used are to be constructed in accordance with the Department of Railways Boiler Code. Pressure vessels are to be inspected before being placed into service and annually thereafter.

In addition to the above provisions designed primarily for the protection of passengers, other provisions require adequate lighting in all establishments where workmen are employed, and the guarding of gearing, machinery and shafting.

Before an aerial tramway may be put into operation, it must be inspected. If found to be safe, a certificate will be issued

which must be placed in a conspicuous position open to public view. Normally, a certificate of inspection is valid for 12 months but may be issued for a shorter period if the inspector thinks it advisable. If the inspector finds any defects, he may refuse to grant a certificate or he may order out of service any aerial tramway which he considers unfit or dangerous to operate. Where necessary, he may order any part removed and demand that drawings and specifications be submitted and tests made to satisfy himself that the installation is safe.

The regulations also provide for regular inspections by the owners. Every tramway company must appoint an experienced person to carry out repairs, inspections and tests. Daily inspections must be made of all parts and appurtenances pertaining to the safe operation of the tramway, with particular attention to the condition of the travelling rope and chair attachments. Chairs and platforms are to be inspected daily and brakes tested. Cable clamps are to be checked at specified intervals; also table clips and the foundations of towers and alignment of sheaves are to be inspected regularly. The maintenance foreman is required to keep a daily record of all operating conditions and repairs and to file a copy with the Department every month. It is also his duty to see that all repairs have been made before the tramway is returned to service and to inform the inspector of any defects in any tramway under his charge.

No licensing requirements are laid down for operators but attendants must be properly trained as to the handling of the public and operating the apparatus.

Penalties are provided for operating a tramway without a valid certificate of inspection, for failure to comply with an inspector's orders and for other breaches of the regulations.

The second province to issue special regulations for elevating devices used in ski resorts was Alberta. In 1959, a proclamation was issued extending the coverage of the Factories Act to aerial tramways, chair lifts, ski tows, rope tows and inclined passenger lifts, with the result that these elevating devices became subject to inspection by the Factories Branch. That same year, regulations were issued governing the construction, operation, maintenance and inspection of aerial tramways, chair lifts, ski tows and rope tows.

The requirements are similar to those in British Columbia. Plans must be submitted for approval; the parts and attachments must

(Continued on page 284)

Many Employers Prefer an Older Worker

In the smaller communities of Canada only a small amount of effort is necessary to persuade employers to accept services of workers above the age of 45 years, officials of the National Employment Service in the Atlantic Region have found

In the smaller communities of Canada little effort is needed to persuade employers to accept the services of workers over the age of 45 years, it is reported by the National Employment Service in the Atlantic Region. In fact it has been found that owing to their greater skill or experience they are often preferred to younger workers.

When a new supermarket was opened recently in Bridgewater, N.S., a work force of 34 was recruited by the National Employment Service. In this group, six persons between the ages of 45 to 55 years were chosen to "add a steady influence."

Some "pockets of resistance" to the hiring of older workers are still found, however, mainly in some national firms and on the part of some of the larger employers in heavy industry, where the "no employment" sign invariably confronts men above 40 years of age.

The campaign begun by Hon. Michael Starr, Minister of Labour (L.G., Nov. 1959, p. 1172; May 1960, p. 459) and the distribution of the NES booklet, *How Old is Old?* have borne fruit in increased willingness on the part of employers to consider the older worker, and have given new hope to job seekers over 45 years of age.

The National Employment Service reports a number of cases in which it has been able to find employment for older workers, sometimes for persons far past the age at which persons are generally considered to be no longer fit for steady work.

The placement officer at the NES office in Sussex, N.B., with difficulty, persuaded an employer to hire an experienced 85-year-old cook to work for a logging crew of from 15 to 18 men. At the close of the season, the employer said that this cook was one of the best he had had in the 20 years he had been operating.

A man of 49 years of age, married with two dependents, had retired from the RCMP Marine Division owing to ill health, after 28 years of service. NES, finding that he was well educated, had a pleasant personality, and had had long experience in dealing with the public, was successful in finding him employment as a salesman with a real estate firm. He has been very successful in his new line of work, and his employer predicts a rewarding future for him.

Another applicant, an ex-serviceman, married, with four dependants, aged 58 years, who had been employed for 30 years as a shipwright constructing wooden pleasure craft, was thrown out of work by the introduction of new methods of fabricating plastic hulls. As a result of efforts extending over a period of six months, the National Employment Service succeeded in placing him as a property overseer with a real estate dealer. In this work, his experience in inspection, property maintenance and estimates of job costs has been valuable.

In another case, a single man, aged 45 years, with a Grade 11 education, was obliged to give up his employment as a deepsea ship's officer because of malaria. He was placed in several temporary jobs, but his age in addition to the fact that he was an ex-mariner made it hard for him to find suitable employment.

This man was finally placed with the National Harbours Board as a clerical messenger. This employment required a person of intelligence, thoroughly reliable, highly aggressive, and preferably with a good knowledge of marine cargo documentation, cargo clearance, ship berthing, customs and import-export cargo storage.

In another case, a woman of 61 years of age who had more than 40 years' experience in various positions, mainly clerical, was having difficulty in getting employment. Having had experience in housework and supervision, she was eventually placed in a position in a religious institution which had had trouble in getting a suitable person. This applicant has proved to be a very satisfactory employee.

Although the days of wooden ships are almost over, in Lunenburg, N.S., there is still a demand for the builders of such ships, and when occasion arises several 80-year-old men answer the call of the National Employment Service.

In all the cases outlined the applicants had experience and maturity in their favour, and it is the value of these qualities that the NES is trying to impress upon employers in persuading them to consider employing the older worker.

Material for this page was supplied by J. C. Macneill, Atlantic Region Public Relations Officer, Unemployment Insurance Commission.

Courses for Unemployed Women

In co-operation with NES, Hamilton, Ont., YWCA conducts courses designed to increase proficiency and combat the boredom and discouragement accompanying unemployment. At the end of January, 78 girls and women were participating.

Courses designed to increase the proficiency of unemployed women and to provide companionship and purposeful activity to combat the boredom and discouragement that accompany unemployment are being conducted by the YWCA in Hamilton, Ont., in co-operation with the National Employment Service.

Screening of applicants is handled by the National Employment Service. Because of the larger number of unemployed women in the younger age groups, women from 18 to 35 years have been given preference. Married women are eligible if the husband is either seeking work or holding a temporary job or if the family income is insufficient to support the family.

Three basic courses are offered. Practice typing classes are held three times a week to improve speed and accuracy. For this course previous knowledge of typing is necessary as no typing instruction is given. Through English classes, held twice a week, it is hoped to help new Canadians who, because of lack of facility in the language, have difficulty in securing a job. To assist the girls and women to gain poise and confidence, and give them advice on how to apply for a job, classes in personal improvement are conducted once a week. They are particularly helpful for salesgirls, waitresses and any others who hope to get a job dealing directly with the public.

The YWCA is also offering classes in dressmaking and millinery. The girls and women supply their own material and patterns and are instructed in the use of sewing machines and in how to make and alter clothing.

The entire program is organized without extra funds. Courses are free of charge and there is no limit on the enrolment. The classes are held at the YWCA building; equipment and supplies for typing classes have been made available by local business machine firms and paper companies; a teacher and textbooks for the English classes have been provided by the Ontario Department of Education. The other teachers and supervisors are mainly volunteers.

At the end of January, 78 girls and women were registered for the courses. Thirty-eight of them were under 20 years of age, 13 between 20 and 30; 12 between 30 and 40; and 13 were over 40. Of these,

19 have completed Grade 8 or its equivalent in Great Britain or Europe; 24 Grade 9; 19 Grade 10; 11 Grade 11 and 3 Grade 12. Some have had from a few months up to two years of business training. About 20 of the participants are new Canadians, mostly of Italian origin.

Weekly reports on attendance, speed and accuracy in typing, drop-outs and other information concerning participants are furnished by the YWCA to the NES. The NES is responsible for job placement and gives preference in referrals to girls and women who are taking the course.

Attendance at the classes has been fairly regular. There have been nine drop-outs during the first month and six participants have found employment. The courses were originally to run for 10 weeks but it is now expected that they will be continued for a longer period.

Grant Montreal Protestant Teachers Equal Pay

Effective from September 1961, men and women teachers employed by the Protestant School Board of Greater Montreal are to receive equal pay. Under the current salary schedules a woman teacher is paid from one hundred to two hundred dollars a year less than a man even though she has equivalent professional training and experience.

An additional allowance, at present payable to a man teacher supporting his wife and to men and women teachers supporting dependent children or relatives, will be discontinued under the new salary schedules.

First Woman President of Civil Service Institute

Miss Frances E. Goodspeed, a scientific officer in the Fuels Division of the Department of Mines and Technical Surveys, has been elected President of the Professional Institute of the Public Service of Canada. She is the first woman to be so honoured in the 41-year history of the Institute.

A native of Saint John, N.B., Miss Goodspeed received her high school education in Winnipeg and Ottawa and was graduated from Queen's University at Kingston, Ont., where she specialized in chemistry. She has been a member of the Institute's Board of Directors since 1957 and became First Vice-President in 1960.

50 Years Ago This Month

Urging government investigation into accidents to railway employees, member of Parliament tells House of Commons in February 1911 that in preceding year one Canadian trainman in every 199 had been killed, and one in 33 injured on duty

In moving that the Government should make a thorough investigation into the question of accidents to railway employees, the member for South Grey told the House of Commons in February 1911 that one trainman in every 199 had been killed, and one in every 33 injured on duty during the preceding year.

He contended that although laws for the protection of trainmen in Canada were similar to those in the United States, the laws were better enforced there. He drew a comparison between the methods of inspection and law enforcement employed by the U.S. Interstate Commerce Commission and those used by the Board of Railway Commissioners in Canada.

He pointed out that although the Board employed inspectors to inspect cars and devices intended for the protection of railway employees, it was not the duty of the Board or of any of its officers to lay information when laws or regulations were not obeyed. The result was that the person injured, or someone else, had to institute proceedings. He remarked that a railway employee would probably hesitate to bring an action against the railway company for fear of losing his job.

In 1907 a law had been passed in the United States making it unlawful for a railway company to require or allow an employee to remain on duty for more than 16 consecutive hours, the member said. In Canada, although the Canadian Pacific Railway and the Grand Trunk Railway had regulations of their own placing some limit on hours of work, he implied a doubt as to how far they were enforced.

The member said he had been informed that when the question of limiting hours of work had been mooted by the Board of Railway Commissioners a few years before, the engineers and firemen had been in favour of it, but the conductors and brakemen had been against it. He thought it likely that railway employees, for the sake of the extra pay, might choose to work longer than was consistent with their own and the public's safety.

The Minister of Railways and Canals, speaking in the ensuing debate, which was reported in the LABOUR GAZETTE of March 1911, outlined some of the reasons for the

high accident rate on the railways and some of the measures being taken to reduce it. He pointed out that considering the higher proportion of double track in the United States, which helped to reduce accidents, there were relatively far fewer accidents in Canada.

The Minister of Labour corroborated the statement of his colleague. He quoted statistics compiled from Canadian sources and from the reports of the U.S. Interstate Commerce Commission and the British Home Office, which showed that in 1907 the number of railway employees killed, as a proportion of those of all classes employed, was 1 in 478 in Canada, 1 in 369 in the United States and 1 in 1,221 in Great Britain. In 1908 it was 1 in 499 in Canada and 1 in 422 in the United States. In 1909 it was 1 in 650 and 1 in 576, respectively.

The proportion of employees injured to those employed in 1907 was 1 in 106 in Canada, 1 in 19 in the United States, and 1 in 29 in Great Britain. In 1908, it was 1 in 91 in Canada and 1 in 17 in the United States and in 1909, 1 in 132 and 1 in 20 respectively, the Minister said.

Taking the numbers of trainmen only—comprising what are now called the running trades—he said that the proportion of employees killed in 1907 was 1 in 136 in Canada, 1 in 125 in the United States and 1 in 1,084 in Great Britain. In 1908 it was 1 in 168 in Canada and 1 in 150 in the United States, and in 1909 it was 1 in 172 in Canada and 1 in 205 in the United States.

The proportion of trainmen injured had been: in 1907—1 in 26 in Canada, 1 in 8 in the United States, and 1 in 35 in Great Britain; in 1908—1 in 23 in Canada, and 1 in 8 in the United States; in 1909—1 in 28 in Canada, and 1 in 9 in the United States.

Among a number of statements on the question of railway accidents quoted by the Minister from American sources was one taken from an article published in *McClure's Magazine* for June 1910: "In 21 years the percentage of employees killed or injured on the railways of the United States has nearly doubled. At the present rate, it would take only 17 years to kill or injure all the employees now on the rolls."

TEAMWORK in INDUSTRY

Not a single layoff or grievance in the last four years is the happy situation at the Clarkson, Ont., plant of the St. Lawrence Cement Co.—and management and union spokesmen declare that the credit belongs to the plant's joint consultation committee.

Reorganizations within the plant, and the entire labour force structure, are first discussed by the committee and the executive board of Local 366, United Cement, Lime and Gypsum Workers' International Union. Later the committee hammers out recommendations based on its findings, and passes these on for management approval. In this way union and company have been able to provide a cushion to protect the individual against the sort of hardship that would result, say, from automating his job. Joint, open discussion of vital problems involving personnel has thus enabled the committee to come up with alternatives to layoffs ever since 1956.

* * *

Staff relations at Penticton Hospital in Penticton, B.C., have "improved noticeably" since the formation last June of a labour-management committee, reports Jim Hume, chairman of the hospital board's personnel committee, who was chairman of the union-management body during its first six months of operation.

Each month since the inception of the committee, a staff member of the Penticton General has outlined for labour and management representatives the duties and responsibilities of his or her department. This innovation has succeeded in promoting team spirit by broadening understanding of the way in which the various departments must work together if the hospital is to function with maximum efficiency.

Looking back over the committee's initial six months of activity, Mr. Hume commented: "Members of the lay staff are finding that department heads and board members are not as remote as they once seemed. And we of management are realizing that our employees have the interests of the hospital at heart."

* * *

A "visiting member" plan introduced by the firm's 16-year-old labour-management production committee has stepped up employer-employee communications at the St. Lawrence Corporation's mill in Three Rivers, Que.

Under the plan, two additional representatives are selected periodically from management and labour to attend committee meetings as observers. An increasing number of personnel are thus being put "in the picture" regarding committee aims.

Roger Poitras, President of Local 136, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and Joseph Fontaine, President of Local 234, United Paper Makers and Paper Workers, represent labour on the committee. Mill manager W. K. Hastey, has described the LMPC's work as "an invaluable asset to the Three Rivers mill."

* * *

President Murray Brink of Johnston Terminals Ltd., Vancouver, reinforces good labour-management relations at the trucking firm with his ability to interest truck drivers in the facts behind the figures. At a recent meeting he held the attention of 130 drivers and warehousemen for two hours as he discussed the firm's annual report.

It was the third year in which he has spent an evening discussing minute details of company business with employees and answering their questions. He often compares company actions with household decisions, relating bonded indebtedness to mortgages, comparing depreciation of capital equipment with depreciation of the family car.

"If shareholders of a public company are entitled by law to a report of its balance sheet, then surely so are the employees who have invested their time and effort," Mr. Brink says.

Blair Whitelock, business agent for Teamsters Local 31, which has 2,000 men in local cartage firms, attended the meeting with two other union officials.

* * *

A novel project undertaken by representatives of Alberta's clergy, judiciary, labour and management seeks to encourage development of a new spirit of trust in industrial relations.

Central United Church in Calgary was the scene recently of an "Industrial Thanksgiving Day" during which services were held to stress the importance of adapting Christian rules of conduct to the relationships between employer and employed.

Establishment of Labour-Management Committee is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during January. The Board issued three certificates designating bargaining agents, ordered two representation votes and rejected two applications for certification. During the month the Board received five applications for certification and permitted the withdrawal of two applications for certification.

Applications for Certification Granted

1. National Harbours Board Police Brotherhood, Montreal, on behalf of a unit of employees of the National Harbours Board, employed in the Harbour Police Force and the Jacques Cartier Bridge police detail at Montreal, Que. The Montreal Harbour Police Brotherhood (Ind.) intervened (L.G., Feb., p. 153) (See also "Applications for Certification Rejected," below).

2. International Association of Machinists, on behalf of a unit of cafeteria employees of Trans-Canada Air Lines, employed at its overhaul base at the Montreal Airport (L.G., Feb., p. 153).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of drivers and helpers employed by Wm. C. Norris Ltd., working in and out of its terminals at Montreal, Que., and Toronto, Ont. (L.G., Feb., p. 154). The Union of Employees of Wm. C. Norris Ltd. intervened.

Representation Votes Ordered

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Sydney Transfer and Storage, Limited, Sydney, N.S., respondent, and The Employees Better Relations Union, intervenor (L.G., Dec. 1960, p. 1294). The Board directed that only the name of the applicant be on the ballot (Returning Officer: D. T. Cochrane).

2. General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Moloughney's Van and Storage Limited, Ottawa, Ont., respondent (L.G., Dec. 1960, p. 1294) (Returning Officer: G. A. Lane).

Applications for Certification Rejected

1. The Montreal Harbour Police Brotherhood (Ind.), applicant, National Harbours Board, Montreal, Que., respondent, and the National Harbours Board Police Brotherhood, Montreal, intervener (L.G., Feb., p. 153). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board (See also "Applications for Certification Granted", above).

2. Seafarers' International Union of North America, Canadian District, applicant, Foundation Maritime Limited, Halifax, N.S., respondent, and the Canadian Brotherhood of Railway, Transport and General Workers, intervener (L.G., Jan., p. 43). The application was rejected for the reason that evidence was submitted to the Board at the hearing, which the Board accepted, that certain of the persons claimed as members of the Seafarers' International Union of North America, Canadian District, as part of the majority which it claimed for the purpose of the application had not in fact paid union dues or admission fees in accordance with the requirements of Section 15 of the Rules of Procedure as alleged by the Seafarers' International Union of North America, Canadian District; and further that the Board was not satisfied that the membership records of the Seafarers' International Union of North America, Canadian District, submitted in this case may be relied upon as evidence that the applicant had a majority of the employees affected as members in good standing.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Applications for Certification Received

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Baton Aldred Rogers Broadcasting Limited, Agincourt, Ont. (CFTO-TV) (Investigating Officer: T. B. McRae).

2. Toronto Newspaper Guild, Local 87, American Newspaper Guild, on behalf of a unit of employees of Baton Aldred Rogers Broadcasting Limited, Agincourt, Ont. (CFTO-TV) (Investigating Officer: T. B. McRae).

3. International Longshoremen's Association, on behalf of a unit of longshoremen employed by Hamilton Terminal Operators Limited, Hamilton, Ont. (Investigating Officer: A. B. Whitfield).

4. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Motion Picture Studio Production

Technicians, Local 873, on behalf of a unit of employees of Baton Aldred Rogers Broadcasting Limited, Agincourt, Ont. (CFTO-TV) (Investigating Officer: T. B. McRae).

5. International Association of Machinists on behalf of a unit of employees working in the Freight Department of The Quebec North Shore & Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: C. E. Poirier).

Applications for Certification Withdrawn

1. Seafarers' International Union of North America, Canadian District, applicant, and Sannie Transportation Company Ltd., Vancouver, B.C., respondent (unlicensed personnel) (L.G., Feb., p. 153).

2. Seafarers' International Union of North America, Canadian District, applicant, and Northland Shipping Co. Ltd., Vancouver, B.C., respondent (unlicensed personnel) (L.G., Feb., p. 154).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administration arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are contained in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprise British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Hamilton Shipping Company Ltd., Yorkwood Shipping & Trading Co. Ltd. and the Hamilton operations of Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., Pittston Stevedoring Corp. of Canada, and Local 1654, Hamilton, of the International Longshoremen's Association (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

2. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd. and Pittston Stevedoring Corp. of Canada, and Locals 1869 and 1842, Toronto, of the International Longshoremen's Association (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

3. Seaway Forwarding Agencies Limited, Sarnia, Ont., and Local 1854 of the International Longshoremen's Association (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

4. Tippet-Richardson (Ottawa) Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

5. The St. Lawrence Seaway Authority, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

6. B.C. Air Lines Limited, Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

7. Saguenay Terminals Limited, Port Alfred, Quebec, and National Syndicate of Longshoremen of Ha! Ha! Bay (Conciliation Officer: Rémi Duquette).

8. Saguenay Terminals Limited, Port Alfred, Quebec, and National Syndicate of Salaried Employees of Saguenay Terminals Limited (Conciliation Officer: Rémi Duquette).

Settlements Reported by Conciliation Officers

1. Quebec Central Transportation Company, Sherbrooke, Que., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: Rémi Duquette) (L.G., Feb., p. 155).

2. Consolidated Freightways, North Burnaby, B.C., and Officer Employees'

International Union, Local 15 (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 155).

3. Eastern Canada Stevedoring Co. Ltd., Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Local 264, Halifax, N.S. (Conciliation Officer: Rémi Duquette) (L.G., Nov. 1960, p. 1141).

4. Canadian Broadcasting Corporation (building and maintenance employees) and Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough) (L.G., Oct. 1960, p. 1029).

5. Cadwell Marine Limited, Niagara Falls, Ont., and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., May 1960, p. 467).

6. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Pilots Association (Conciliation Officer: G. R. Currie) (L.G., April 1960, p. 369).

Conciliation Boards Appointed

1. The Western Union Telegraph Company, Cable Division, and American Communications Association (no Conciliation Officer appointed previously).

2. Three Rivers Radio Inc., (Station CHLN) and National Association of Broadcast Employees and Technicians (L.G., Nov. 1960, p. 1141).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in November to deal with a dispute between Trans-Canada Air Lines, Montreal, Que., and Canadian Air Line Flight Attendants' Association (L.G., Jan., p. 45) was fully constituted in January with the appointment of the Honourable Mr. Justice André Montpetit, Montreal, as Chairman. Mr. Justice Montpetit was appointed by the Minister on the joint recommendation of the other two members, Robert E. Morrow, Montreal, and Harry Crowe, Ottawa, who were previously appointed on the nomination of the company and union, respectively.

Board Reports Received during Month

1. Quebecair Inc., Rimouski, Que., and Canadian Air Line Pilots Association (L.G., Dec. 1960, p. 1295). The text of the report is reproduced below.

2. Canadian National Railways (Niagara, St. Catharines and Toronto Railway-Motormen, Conductors and Bus Operators) and

Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 846 (L.G., Dec. 1960, p. 1295). The text of the report is reproduced below.

3. Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (L.G., Nov. 1960, p. 1142). The text of the report is reproduced below.

Appointment of Conciliation Board Terminated

The Hamilton Harbour Commissioners, Hamilton, Ont., and the International Longshoremen's Association (L.G., Jan., p. 45). The appointment of the Conciliation Board was terminated for the reasons that the operations of the company were taken over by another concern and The Hamilton Commissioners consequently no longer has any employees.

Report of Board in Dispute between

Quebecair Inc., Rimouski, Que.

and

Canadian Air Line Pilots Association

The Board of Conciliation and Investigation which you appointed to hear the above dispute has the honour to make the following report and recommendation.

The Board was composed of Harold Lande, Q.C., as Chairman, Arthur Matteau of Montreal as nominee of the employer and Cleve Kidd of Toronto as nominee of the union.

The dates of the sittings of the Board, the presence of the members and witnesses present are set forth on the form required by Section 32(6) of the Act.

The present award results from an attempt to negotiate the first contract between the parties, since the union was certified for the first time as the bargaining agent for the employees on March 11, 1960. The parties were never able to effect a final agreement due to a strained atmosphere which arose during negotiations. However, before the negotiations broke up, the parties had agreed on many clauses of a proposed contract and had initiated or signed the agreement on these points through their authorized representatives. At that time the following points had not been resolved. The section numbers are taken from the union's proposed draft agreement:

During January, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Quebecair Inc., Rimouski, Que., and the Canadian Air Line Pilots Association.

The Board was under the chairmanship of Harold Lande, Q.C., of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Arthur Matteau, Montreal, and Cleve Kidd, Toronto, nominees of the company and union, respectively.

The report is reproduced here.

Section 3—Rates of Pay

Section 5—Paragraph F—One Free Move

Section 10—Hours of Service and Special Flight time and Pay Credit

Section 14—Loss of Seniority

Section 15—Pilots System Seniority List

Section 19—Filling of Assignments

Section 27—General

Section 28—Duration.

Since the parties were unable to conclude their final contract the employer has declared that it does not consider itself bound by its acceptance in writing of any of the terms during negotiations. Consequently it has been the task of the present Board to recommend a complete contract on every point.

At the outset it should be stated that the standard contract between a union representing the airline pilots and a commercial passenger airline is very different from the union contract obtaining generally in industry. The highly technical skill involved in the operation of a commercial airplane, the superior human qualities required to qualify as a pilot as well as the precautions for safeguarding the public, make this type of union employee the highest paid in the country (in Canada as high as \$18,000 per annum and in the United States as high as \$24,000 per annum), and necessitates many complicated and highly technical clauses with respect to the rights and obligations of the pilots that are not found and not required in other union contracts.

In consequence the award to be made herein could only be arrived at by a study of the type of contract existing in other airlines in Canada and also the United States. It should also be added that there are only

about four other airlines operating in Canada which could be used as a comparison although these in turn have their counterpart more numerically in the United States.

At the hearings the union presented evidence to show the type of contracts, the customary clauses, hours of work and rates of pay of three other Canadian airlines—Trans-Canada Airlines, Canadian Pacific Airlines and Pacific Western Airlines (which operates in British Columbia). Evidence also was submitted to show conditions obtaining in various American airlines. Although it was well represented at the hearings, the employer made no evidence whatsoever on its own behalf. Neither did it submit any evidence to refute any of the union's submissions.

The Board was advised that due to a so-called preliminary and unauthorized "strike" during negotiations last July and August 1960, the employer had on or about August 15, 1960, dismissed all of the existing employees (about 31 pilots) and had slowly taken on a complete new staff of pilots, including 13 former pilots and approximately 17 new ones who did not form part of the original bargaining unit. All of these pilots had been signed up on individual contracts during the summer of 1960. For this purpose the company used a special contract form prepared by the employer. This contract was filed as an exhibit at the hearings [a specimen copy is annexed to the original report—Ed.]. The employer felt that since it had now negotiated new contracts individually with each of its pilots, there was nothing to gain by a collective agreement. The employer however did state that it was still prepared to consider signing a collective agreement but that the same would have to be on its own terms. The employer refused to state what these terms would be.

Several attempts were made to get the employer to indicate on what terms a collective contract could be negotiated but the employer indicated that it was not prepared to commit itself to anything at this time.

In consequence the Board has been obliged to recommend an agreement based upon the evidence of existing agreements between the CALPA and the other airlines in Canada.

A comparison of the proposed contract originally submitted by the union and the individual contracts presently existing between the company and its pilots reveals that outside of the rates of pay and a few other relatively minor matters, there is no substantial difference. Apparently a considerable difference had existed between the

type of contract prevailing prior to the certification of the union. However, the new contract prepared by the company and used currently with its individual employees includes many clauses and conditions that appeared in the original union proposal.

The union declared that it is willing to sign a contract based substantially upon the existing type of contract used by the company with the exception of the clauses dealing with seniority and wages. As a matter of fact, most of the items on which the parties were in agreement during negotiations are included in the present company form of contract. The major difference seems to be in the realm of wages, particularly with respect to wages paid to the Pilots or Captains.

A comparison of the wages paid by Quebecair Inc. with those paid by Pacific Western Airlines, Canadian Pacific Airlines and Trans-Canada Airlines shows that Quebecair is substantially lower than that of the other three airlines. When compared with United States airlines, which are generally higher than Canadian companies, they are, of course, lower still. Annexed [to the original] is a list of wages paid by Quebecair and those by the other Canadian companies together with the wage scale originally proposed by the union, as well as the second or final proposal made by the union. With respect of the pilots or captains, in every instance it is evident that Quebecair pays less than any other airline. However, the wages of co-pilots or first officers compare favourably with the other airlines.

Regarding pilots' wages, the proposal made by the union is lower than that paid by any of the other commercial passenger airlines in Canada on which evidence was submitted. Even comparing this proposal with the wage scale presently paid by the company, one will see that the company's rate of pay is substantially lower. An examination of the last page of [the list of wages], which governs pilots flying the C-540, which is comparable to the Viscount (pilots' wages vary according to the type of plane flown), reveals that the base pay of a Quebecair pilot after he reaches his maximum in his fourth year of service is \$1,100 per month, while a TCA pilot for the same length of service will receive \$1,351.35 per month plus 2½% contribution by the employer to the Pilots' Fund (\$33.75). This makes a total of \$1,385.10 per month. Hence, the TCA pilot receives \$285.10 per month, or a total of \$3,417 per annum more than the Quebecair captain or pilot. At the same time the wages of the TCA pilot continue to rise until the seventh year, when they reach a maximum of \$1,431.35. The

Quebecair pilot who is still receiving the same \$1,100 pay is now paid more than \$4,000 a year less than the TCA pilot.

Even the wages proposed by the union would still be some \$3,000 a year lower than that paid by TCA.

A fairer comparison could be made with Pacific Western Airlines, whose flying conditions more closely approximate those under which Quebecair operates. The comparison of the two scales of pilots' wages, . . . shows that PWA pays as much as 25% more.

With respect to the wages of first officers or co-pilots, Quebecair compares favourably with the other Canadian airlines. Starting at a scale of wages higher than any of the others, Quebecair first officers attain a maximum wage in the third or fourth year when their scale of wages is still higher. However, the other airlines' first officers soon pass Quebecair's scale of wages as the former continue to grant annual or semi-annual increases until the seventh or eighth year. Take as an average over an eight-year period, Quebecair wages are higher in the first four years, lower in the last four years.

Conclusions and Recommendations

The Board therefore recommends that the contract between the parties should be the same as that presently obtaining between the company and its employees following

the lines of [the contract] which is annexed hereto, but subject to the following changes:

A. A seniority clause shall be inserted that will be the same as Sections 12, 13 and 14 in the contract proposed by the union dated May 9, 1960, with the exception that Section 13(a) shall be eliminated. This is a unanimous decision of the Board.

B. With respect to wages, a majority of the Board, composed of the Chairman and Mr. Kidd, recommend the following:

(a) That the captains should be paid a rate of wages that is 5% higher across the board than that presently paid by the company. Mr. Matteau has dissented from this part of the award.

(b) That the wages of the first officers should be the same as that presently paid by the company.

C. The Board also unanimously recommends that the principle of a voluntary checkoff be included in the proposed contract.

The whole respectfully submitted.

MONTREAL, January 12, 1961.

(Sgd.) HAROLD LANDE,
Chairman.

(Sgd.) ARTHUR MATTEAU,
Member.

(Sgd.) CLEVE KIDD,
Member.

Report of Board in Dispute between

Canadian National Railways (Niagara, St. Catharines
and Toronto Railway)

and

Amalgamated Association of Street, Electric Railway
and Motor Coach Employees of America

During January, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Division No. 846, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, and Canadian National Railways (Niagara, St. Catharines and Toronto Railway—motormen, conductors and bus operators).

The Board was under the chairmanship of His Honour Judge W. S. Lane, of Picton, Ont. He was appointed by the Minister on the joint recommendation of the other two members, R. V. Hicks, Q.C., Toronto, and James O. Robertson, Sudbury, nominees of the company and union, respectively.

The report is reproduced here.

The Conciliation Board appointed in the above matter, consisting of His Honour Judge W. S. Lane of Picton, Mr. R. V. Hicks, Q.C., of Toronto, and Mr. Jas. O. Robertson of Sudbury, has met the parties at the City of Toronto on Thursday the 17th day of November, 1960.

The parties were represented as follows:
For the Union—Mr. Walter P. Wall, General Executive Board Member; Mr. Donald P. Paige, President Local 846; Mr. J. H. Hamilton, Business Agent, Local 846.
For the Company—Mr. N. A. McLean, Labour Relations Assistant, Labour Relations Department, C.N.R.; Mr. H. W. Berge, Assistant to General Manager, Department of Road Transport, C.N.R.;

Mr. C. Brown, Superintendent Bus Services,
N.S. & T. Railway, C.N.R.

The issues involved in this conciliation covered the following matters:

Article 1, Rates of Pay. This involved a request for a reduction in hours to a 44-hour week, with the same take-home pay plus 5 cents effective April 27, 1960, plus 6 cents effective in six months' time.

The second issue was Article 5, Rest Days, 5.3—spare employees in St. Catharines and Niagara Falls shall have four rest days per pay period.

The next issue involved a request with regard to Article 6—service on legal holidays. In other words, a request for an additional holiday, August Civic Holiday.

The next issue was that of reporting time.

The next issue was that of meals and involved an amendment to Article 9. This was a request that employees on regular assignments held in excess of two hours over their regular assignment be entitled to meal allowance.

Next was seniority and involved a request that anyone who was taken on supervision could maintain their seniority only if they continued to pay full union dues.

The next issue involved assignments.

The next involved change in uniform.

The next involved a change in vacation provisions.

These were all union requests.

After hearing the proposals made on behalf of the parties, it became very clear to this Board that this company had been operating the establishment of the Niagara, St. Catharines and Toronto Railway bus operation at a substantial loss. It was a most illuminating bit of evidence from the standpoint of this Board to find that the revenues of this operation in 1954 were \$1,158,604 and that the annual revenue has shrunk in the very short period of five years to \$737,024. There is no doubt that by reason of the shrinkage of the revenue the service has also been forced to shrink and that the establishment of this operation has thereby been reduced. But it still is a fact that even with the reduced establishment, if the union demands were met here even on the basic rates alone it would involve an annual increase in cost of over \$30,000. It is also interesting to note that almost one half of every dollar earned by the company is required to meet the wage bill of the bus operators. To be exact the amount is 42.4 cents of every dollar. This is a most interesting statistic.

Again, it is of substantial interest to us to remember that in 1957 there was a net loss of \$48,444 and in 1958 this loss was \$28,776 and in 1959 it amounted to \$46,928, and that with the exception of the months of February and April the loss picture has continued. In this connection, the figures above quoted might have been thought to be an incomplete picture by some people, but they are very substantially confirmed when we realize that this company has already given up its franchise to operate buses in Niagara Falls and that it has served notice on the City of St. Catharines that it will be relinquishing its franchise there on the 31st day of August, 1961, the earliest time that it could escape the terms of its franchise in this City. It is, therefore, impossible for us to do anything but accept as a fact the rather dismal picture that this operation shows.

I think this Board is bound, too, to comment that the City of St. Catharines has a population that is being served by this operation and that it is not proper that the people of Canada through the Canadian National Railways be forced to subsidize this operation on behalf of St. Catharines, if it is felt that the standard of wages paid on the operation is below standard. It then becomes essential for us to consider the standards of pay paid by this company as against companies who operate a similar service. The bus operator starting rate in St. Catharines is \$1,706. If we should observe the company's comparisons, that starting rate is exactly the average starting rate compiled by averaging the starting rates of the following five cities: Fort William, Guelph, Kingston, Peterborough and Port Arthur. It's true that three of those comparisons are higher but two are substantially lower. When we come to top rate, the average of the same cities on top rate is \$1,866 while the N.S. & T. is a little less than 4 cents below the average. These comparisons, of course, were taken from the company comparisons and cover the cities above set out. They did not take into consideration the rates which are paid in Toronto, Hamilton, Ottawa, Windsor, London, Brantford or Cornwall. It might be said that Brantford and Cornwall would be reasonably good comparisons, but it is rather obvious, we feel, that Toronto, Hamilton, Ottawa, Windsor and possibly London are not truly proper comparisons.

I think we must recognize, on the basis of the comparisons, that there is a basis here for some movement by the company to cover the differential between the various comparable cities and St. Catharines.

In dealing with this issue, we feel that there are two issues here which are of substantial importance in carrying out the relationship between these parties from this date until the expiry date of the franchise, because I think we must recognize that this company, the Canadian National Railways, is bound only to live up to its franchise until it expires on the 31st day of August next.

These issues are, first, the reduction from 48 hours to 44 hours and, in this connection, the question of maintenance of pay. The C.N.R., while they recognize the aspirations of the union, take the position that this is a case where they cannot maintain take-home pay, particularly in the light of the comparisons that were given and particularly because the take-home pay of these employees now is higher than any of the other comparisons because the rates as St. Catharines are paid for 48 hours rather than for 40 hours as is in the case of the comparisons made. This Board, while we recognize the aspirations of both sides, are prepared here to recommend that if the employees want a reduction in hours to 44 hours that the company should grant it to them, but we do not see how we can earmark any amount of money or increase for the parties for maintaining take-home pay.

We are satisfied that, in spite of the fact that on a rate differential the company here may be slightly low, by reason of the fact that the rates of this company are paid on a 48 hour week and the rates of all comparables are paid on a 40, the employees here have substantially more take-home pay than the employees in almost any or all of the comparables. It would, therefore, seem that the operator here is not suffering any substantial hardship by this company's rates. On the other hand, in the hope of getting a settlement of the issue between these parties which would allow the company to carry out its franchise to its expiry date without any substantial labour trouble, this Board is prepared to recommend an increase across the board of six cents (6¢) effective as of the date of signing of the new contract, and a further three cents (3¢) as of the 1st day of January, 1961. (In effect, this means an increase of nine cents across the board.) In addition, we feel that, in the light of all of the circumstances here, we should recommend to the parties that there be a payment of eighty dollars

(\$80.00) to each driver in lieu of retroactive pay. This latter recommendation applies actually only to the St. Catharines employees, but we would recommend further that any of the Niagara Falls employees who would be entitled to be paid any retroactive pay by this company should receive such retroactive pay on a pro rata basis for such time as they have served this company before it relinquished its charter in that city. We are satisfied that if such an increase is granted the rates of this company will be most satisfactorily comparable with any operation in this particular field, bearing in mind the hour differential involved.

We would recommend that the seniority issue be settled and left as it is with no change.

We would recommend that the reporting time provisions of the contract be left as they are.

We would recommend that the guarantee provisions of the contract be left as they are.

We would recommend that the rest day provisions be rewritten in their present form.

We do not see our way clear, in the light of the loss position of this operation, to recommend any additional statutory holidays.

We would recommend that the company change the uniform to a pea jacket, if this is desirable.

We feel that this agreement should run only until August 31st, when the franchise of the Canadian National Railways expires and some other operator must take over.

We feel that if this type of settlement is agreed upon that the bus operators in this operation will not suffer any comparable hardship with other operations, and that certainly the people of Canada cannot be expected through the Canadian National Railways to subsidize to any greater degree the operation of a street railway or a street bus operation in the City of St. Catharines.

All of which is respectfully submitted.

Dated at Picton, Ontario, this 6th day of January, A.D. 1961.

(Sgd.) WILFRID S. LANE,
Chairman.

(Sgd.) J. O. ROBERTSON,
Member.

(Sgd.) R. V. HICKS,
Member.

Report of Board in Dispute between Canadian Broadcasting Corporation and American Newspaper Guild

This Board consisting of Mr. W. Healy, Company Nominee; Mr. G. Eamon Park, Union Nominee; and Mr. W. H. Dickie, Chairman met with the parties on November 7, 8, 9, 10, 30 and again on December 28, 1960 in Ottawa.

Appearing for the Canadian Broadcasting Corporation were: J. W. Brooke, Counsel; C. B. McKee, Director, Industrial & Talent Relations; M. A. Harrison, Supervisor, Corporate Industrial Relations; D. J. MacDonald, General Supervisor TV News. *Observers:* B. Corneau, Supervisor of News (French); L. Chambers, Assistant Manager, TV News; D. J. Tasker, Supervisor, Industrial Relations (Toronto Area); J. B. Pharand, Industrial & Talent Relations Assistant (Montreal Area); C. T. Kelley, Supervisor, Corporate Talent Relations; D. Nelson, Industrial Relations Assistant.

Appearing for the Canadian Wire Services Guild: David Lewis, Q.C., Counsel; Brian Huggins, President; Bruce Cordner, Treasurer; Paddy Gregg, Secretary; Phil Calder, Member; S. McGoldrick, Member (Negotiating Committee).

Statement of matters submitted to this Board:

Article

Hours of Work	5
Holidays and Holiday Pay	6 & 12
Rate of Overtime	8
Annual Vacations	13
Additional Leave	18
Severance Pay	26
Salaries	28
Evening and Night Differentials	29
Experience Rating	29
Outside Activities	50
Pension Plan	

At the opening of the hearings each of the parties delivered a brief and numerous exhibits were filed with the Board. After hearing the briefs and examining the exhibits, ample opportunity was given for discussion on each of the issues. The Board met with the parties separately and carefully reviewed the background of the matters in dispute. From these discussions and argument presented before the Board it appeared that, if satisfactory agreement on salaries could be arrived at, other matters at issue could be resolved and a new collective agreement made.

There are 153 employees in the Guild bargaining unit affected by this dispute. Their functions are the selection, writing, editing of news and scripting of news film. These people work in the newsrooms at St. Johns, Halifax, Montreal, Toronto, Winnipeg, Vancouver and Ottawa.

The Guild and the Corporation have had four collective agreements since certification, with the last one expiring on May 31, 1960.

At our last meeting between the parties we were hopeful that settlement might be reached. Unfortunately this was not possible; however we were well aware of the areas that might lead to agreement. To this end the Board members met in Toronto, Wednesday, January 11, to again review in detail the position of each of the parties as we understood them to be at the last meeting.

It is not our intention to report on the arguments pro and con on each of the issues in dispute. To do so would tend, in our opinion, to confuse rather than to help the parties.

The Board now finds it necessary to report a basis of settlement, keeping in mind the points raised in our lengthy discussions of all the issues in dispute.

After careful consideration and deliberation your Board unanimously recommends that:

1. The collective agreement be for a period of two years from June 1, 1960.

2. With regard to salary increases it was recognized by both the Corporation and the Guild that there has been a change in function of those in this bargaining unit. Accordingly, the Board, taking this fact into consideration, recommends that

(a) there be basic increases in the annual salaries of all classifications in the bargaining unit of 3% effective June 1, 1960, 3%

During January, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild.

The Board was under the chairmanship of W. H. Dickie, of Toronto. He was appointed by the Minister on the joint recommendation of the other two members, J. W. Healy and G. Eamon Park, both of Toronto, nominees of the Corporation and union, respectively.

The report is reproduced here.

April 1, 1961, and 3% November 1, 1961—these percentage increases to be compounded.

(b) that in addition to the above-mentioned basic increases there be an adjustment in the group classifications of 1% effective June 1, 1960, so that such classifications will receive a total of 4% on that date.

(c) that in addition to the above-mentioned basic increases there be an adjustment in the classifications of a newly created group C-1 of 2½% effective the first of the month preceding the date of ratification of settlement—compounded.

(d) 15 employees presently in group C to be reclassified to group B; 25 employees presently classified in group C to be reclassified in the new group C-1; 1 employee presently classified in group B to be reclassified in the new group C-1.

3. Article 12 to be revised as follows:

12.6—The entitlement to holiday pay (Articles 6 and 12) and reduction of the work week for overtime pay purposes shall be contingent upon the fact that on the day prior to and the day following the holiday an employee must be either—a. working, b. on a day off, c. assigned to holiday off, d. on authorized leave with pay, e. on release from duty, except that: 12.6-1—an employee who has worked in the work week concerned may be on authorized absence without pay on the

working day following the holiday or on the working day prior to the holiday but not both, to be entitled to holiday pay and reduction of the work week for overtime pay purposes.

12.6.2—holiday pay and reduction of the work week for overtime pay purposes shall not be given to casual employees.

4. An agreement in principle with regard to experience rating: that any previous experience can be pro-rated taking into account differences between C.B.C. Radio and T.V. and all other news media.

5. The parties to meet with regard to jurisdictional problems in an attempt to satisfy all parties concerned.

6. All other matters which had been agreed upon prior to the hearing of the conciliation board.

7. The parties should meet to review and clarify their positions and the agreements reached on all other matters which were subjects of negotiation.

All this respectfully submitted this 26th day of January, 1961 at Toronto, Ontario.

(Sgd.) W. H. DICKIE,
Chairman.

(Sgd.) J. W. HEALY,
Member.

(Sgd.) EAMON PARK,
Member.

Labour Legislation of Past Decade

(Continued from page 250)

be of a specified standard; and installations must be inspected on completion of construction, before being put into operation, and annually thereafter. The operator is required to carry out certain daily inspections and the owner is responsible for weekly and annual inspections and for recording the results in a log book.

In Ontario, ski tows and ski lifts were brought under government regulation in 1953, the Elevators and Lifts Act of that year having included them in the same classification as an inclined lift. As a result, drawings and specifications of any proposed ski tow or ski lift must be submitted to the Elevators and Lifts Branch of the Department of Labour for approval before any work is begun. An installation may not be put into operation without an authorization

from an inspector and owners are required to obtain an annual licence.

Nova Scotia and New Brunswick have adopted the same method of regulating ski lifts and ski tows as Ontario. When the Nova Scotia Elevators and Lifts Act was passed in 1956, it did not expressly cover these types of elevating devices but was amended in 1959 to include them in the definition of "incline lift". Similarly, when the New Brunswick Elevators and Lifts Act was enacted in 1960, ski lifts and ski tows were included in the same classification as inclined lifts and will be subject to regulation by the Department of Labour once the Act is proclaimed. The method of control is the same as that used in Ontario, the legislation providing for approval of plans and specifications, inspections and licensing of these elevating devices.

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada rules N.B. Labour Relations Act is not applicable to persons outside province. B.C. appeal court dissolves injunction restraining application of closed shop agreement, in another case restores Board decision rejecting certification application. N.B. court quashes certification order

The Supreme Court of Canada, allowing the New Brunswick Labour Relations Board's appeal, has restored a certification order of the Board and ruled that workers employed and resident outside the province are not eligible to vote in certification proceedings conducted under the New Brunswick Labour Relations Act.

In British Columbia, the Court of Appeal ruled that an injunction could not prevent the application of a closed shop collective agreement when the employees had no fixed contract of employment and when their services could be terminated at any time at the employer's will. In another decision, the Court, restoring the Labour Relations Board's decision rejecting an application for certification, ruled that a writ of *cetiorari* was not available to a labour union which, in applying for certification, has committed fraud, trickery and perjury.

In New Brunswick, the Supreme Court ruled that the Labour Relations Board had no jurisdiction to issue a certification order when, at the time the order was made, there were no employees in the bargaining unit.

Supreme Court of Canada . . .

...rules that N.B. Labour Relations Board has no jurisdiction over persons resident outside province

On December 19, 1960, the Supreme Court of Canada, in a unanimous decision, allowed, the appeal from the judgment of the Supreme Court of New Brunswick (Appeal Division) (L.G., Dec. 1960, p. 1302) and restored the Labour Relations Board's order certifying Local 76 of the Teamsters, Chaffeurs, Warehousemen, Helpers and Miscellaneous Workers as a bargaining agent of the employees of Eastern Bakeries Ltd., employed at the company's Moncton branch.

The Court upheld the ruling of the New Brunswick Labour Relations Board that for

the purposes of certification, employees who are employed and reside outside the province are not employees within the meaning of the New Brunswick Labour Relations Act, and are not eligible to vote in certification proceedings to determine a bargaining agent for the persons employed at the company's plant located in New Brunswick.

The Chief Justice, in his reasons for judgment, recalled that Local 76 of the Teamsters' union applied for certification as a bargaining agent affecting "all employees of the employer (Eastern Bakeries Ltd., Moncton, N.B.) employed as driver-salesmen, spare driver-salesmen, special delivery drivers and highway drivers and helpers employed at the Moncton plant of the employers."

In the application, the union stated that the total number of employees in the unit it desired to represent was 15 and the approximate total number of employees in the work, undertaking, business, plant or plants involved was 75. Out of 15 employees in the bargaining unit, 12 (or 80 per cent) were stated to be members in good standing of the union.

In replying to the union's application, the company claimed that the proposed bargaining unit was not appropriate for collective bargaining and that any bargaining unit should include all the employees of the company whether at Moncton or elsewhere.

At the hearing before the Board, counsel for the company stressed that the appropriate unit should be "all driver-salesmen, spare driver-salesmen, special delivery drivers, highway drivers and driver helpers on the payroll of the Moncton, N.B. branch of the Eastern Bakeries Limited." However, the Board advised the company "that it considered it had no jurisdiction in other provinces and for the purposes of certification, any person employed and resident

This section, prepared by the Legislative Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

outside the province of New Brunswick was not an employee within the meaning of the New Brunswick Labour Relations Act for purposes of the application".

The Board's order, dated June 26, 1959, defined the appropriate bargaining unit as "all driver-salesmen, spare driver-salesmen, special delivery drivers, highway drivers and driver helpers employed by Eastern Bakeries Limited, Moncton, N.B." and directed a vote to be taken.

The company furnished a list of employees, 22 resident and employed in New Brunswick, three resident and employed in Prince Edward Island, and 13 resident and employed in Nova Scotia.

Pursuant to the Board's decision that employees resident in Prince Edward Island and Nova Scotia were not employees for the purposes of the application, the Secretary of the Board, as Returning Officer, ruled that those persons were not eligible to vote and he conducted a vote by mail. His return certified that the number of eligible workers was 22; that the number of votes cast was 18 and that the number who voted "yes" was 14 and that four voted "no".

The Board's order, dated July 31, 1959, certified Local 76 as the bargaining agent "for all driver-salesmen, spare driver-salesmen, special delivery drivers, highway drivers and driver helpers employed by Eastern Bakeries Limited, Moncton, N.B."

The Appeal Division of the Supreme Court of New Brunswick quashed the certification order of the Board. In the reasons for judgment, it was stated that the Secretary, as Returning Officer on the vote, certified the local union as the bargaining agent for "all driver-salesmen, spare driver-salesmen, special delivery drivers, highway drivers and driver helpers employed by Eastern Bakeries Limited, Moncton, N.B." Further, the reasons stated that the "special delivery drivers" classification which had been omitted from the direction of the Board of June 26, 1959, was included in its order for certification of July 31, 1959; and later that "the wording used by the Board to define the bargaining unit can be interpreted only as including in it the non-resident employees ruled ineligible to vote."

In the opinion of the Chief Justice, while in the minutes of the Board the words "special delivery drivers" are omitted in what is stated to have been the Board's direction, the order of the Board dated June 26, 1959, signed by the Secretary and issued as a result of the meeting of that date, does include them. Subsection (1) of S. 47 of the Labour Relations Act reads:

Any document purporting to contain or to be a copy of any rule, decision, direction, consent

or order of the Board, and purporting to be signed by a member of the Board, or the Secretary thereof, shall be accepted by any court as evidence of the rule, decision, direction, consent, order or other matter therein contained of which it purports to be a copy.

In the Chief Justice's opinion, the final order for certification of July 31, 1959 correctly carried out the Board's previous direction as embodied in its order of June 26, 1959, which defined the bargaining unit.

Regarding the ruling of the Appeal Division that in the number of employees hired at the Moncton Branch of the company there should be included not only those who resided in New Brunswick, but also those who resided in Nova Scotia and Prince Edward Island, the Chief Justice was of the opinion that the New Brunswick Labour Relations Board can have no jurisdiction over persons residing and working outside that province so as to declare that they are part of the membership of a unit of the company's employees residing and working in New Brunswick. Further, the Chief Justice added that the fact of proximity in the present instance does not distinguish it from the case where employees of a company in Toronto may do work similar to that of other employees of the same company in the same category residing and working in Montreal. Such latter employees could not be included by an Ontario Labour Relations Board under similar legislation in Ontario for the purpose of declaring a bargaining unit.

Also, referring to the *Labour Relations Board of Saskatchewan v. Dominion Fire Brick and Clay Products Limited* ((1947) S.C.R. 336), the Chief Justice held that the Labour Relations Board not only had a right to be heard in court, but was entitled to make clear exactly what had occurred and the position it took on the question of its jurisdiction.

Mr. Justice Abbott, in his reasons for judgment, noted that Local 76, in its application for certification, asked that the bargaining unit contain only persons "employed at the Moncton plant of the employer." At the hearing before the Board, the company endeavoured to have the bargaining unit described to include all employees "on the payroll of the Moncton plant" but the Board refused to accept that description. The Board made it clear to the company that it had no jurisdiction in other provinces and, for the purposes of certification, any person employed and resident outside the province of New Brunswick was not an employee within the meaning of the New Brunswick Labour Relations Act for the purposes of the application.

Following the order of the Board defining the bargaining unit and ordering the vote to be taken, the Secretary of the Board, in a letter to the company dated July 2, 1959, stressed that the vote would be limited to the employees "employed in the Province of New Brunswick." Again, in a letter to the company's solicitor dated July 10, 1959, the Secretary of the Board stated: "As you are aware, the Labour Relations Board of New Brunswick has no authority to certify a bargaining agent for employees in any other province."

Pursuant to the terms of the order, the Secretary of the Board, acting as a returning officer, conducted a mail vote, but only the company's employees resident and employed in New Brunswick were considered by him as eligible to vote. A majority of employees to whom ballots were sent were in favour of the union as bargaining agent, and on July 31, 1959 the Board made the certification order.

Mr. Justice Abbott shared the view of the Chief Justice that had the Board attempted to include in its order persons working in another province, it would have no jurisdiction over such persons.

In his opinion, there was nothing in the record to establish that the Board acted in excess of its jurisdiction or that it declined jurisdiction, and as the order of the Board was not attacked on any other grounds, it was not subject to review by the courts in proceedings by way of *certiorari*.

The Supreme Court of Canada allowed the Board's appeal and restored the certification order. *Labour Relations Board of New Brunswick v. Eastern Bakeries Limited and Local Union No. 76 and Attorney-General of New Brunswick*, the Supreme Court of Canada, December 19, 1960, unreported.

British Columbia Court of Appeal . . .

...rules *certiorari* to quash Board decision should not be granted when applicant has committed fraud

On November 7, 1960, the British Columbia Court of Appeal restored the Labour Relations Board decision rejecting the application for certification which had been quashed in *certiorari* proceedings. The Court of Appeal ruled that the writ of *certiorari* should not be granted, even upon grounds otherwise legally sufficient, when the union, in applying for certification, has committed fraud, trickery and perjury.

Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers applied to the Labour Relations Board to be certified under the B.C. Labour Relations Act as a bargaining agent for a unit of employees of Black Ball Ferries Ltd., then

represented by the Seafarers' International Union of North America, Canadian District.

The application was based on the claim of the local that the majority of the employees in the unit, namely, 90 out of 135, belonged to it and were members in good standing.

Section 8 of the regulations issued under the Act provides that for this purpose a member in good standing is a person who has at the date of the application for certification signed an application for membership and has himself paid the specified union dues.

At the hearing before the Board, the local testified under oath that some 85 employees had signed application cards for membership in the local and had themselves paid the dues required by the regulations. Specifically, it was testified that six Chinese, included in the 85 members, had themselves paid the necessary dues, and their signed applications and the receipts issued to them for the dues were filed with the Board. The SIU, in its turn, called the six Chinese and each swore that he had not paid those dues. None of the other 79 employees were called to give similar testimony.

The Board rejected the application for certification on the ground that: "...The Board is satisfied that membership in good standing has been falsely represented by the applicant as, contrary to the evidence submitted by the applicant, in the opinion of the Board the necessary dues or initiation fees had not in fact been paid on their own behalf before the date of application by all who were claimed as members in good standing . . . [of the applicant]."

Following the rejection by the Board of the application for certification, the local applied to the Court for writs of *certiorari* and *mandamus* to quash the decision of the Board and to require it to certify the local as the bargaining agent, or, alternatively, to order a representation vote by the employees of the unit, or to direct the Board to hear and determine the application according to law. To support this motion, the local argued that even if the six Chinese had not themselves paid the necessary dues and so were not members in good standing of the local, it still had as members in good standing the majority of the employees in the unit, which entitled it to certification.

Further, the local argued that Section 12 (3), (4) and (5) of the Act requires the Board to dispose of the application for certification in one of three ways: in the case of doubt, by directing that a representation vote be taken; by certifying the applicant if satisfied that the majority of

the employees are members in good standing; or, by refusing certification if satisfied that the majority are not members in good standing. Concluding, the local submitted that the Board did none of those things and so did not discharge its statutory duty, but rendered a decision which it could not lawfully make. The Court below upheld these objections, quashed the decision rejecting application for certification and directed the Board to hear and determine the application according to law. From this decision, the Labour Relations Board appealed.

The Court of Appeal held that writs of *certiorari* and *mandamus* should not be granted, even upon grounds otherwise legally sufficient, when the union has committed fraud, trickery and apparently perjury when applying for certification. The Board's appeal was allowed, the motion for *certiorari* and *mandamus* dismissed and the Board's decision rejecting the application for certification restored. *Cock v. Labour Relations Board*, (1961), 33 W.W.R., Part 9, p. 429.

British Columbia Court of Appeal . . .

. . . dissolves injunction restraining employer from discharging employees under closed shop agreement

On June 29, 1960, the British Columbia Court of Appeal allowed an appeal from an interlocutory injunction restraining an employer and union officers from discharging from employment certain employees expelled from the union with which the employer had a closed shop collective agreement.

In setting aside the injunction, the Court considered the fact that the employees threatened with discharge had no fixed contracts of employment that would be specifically enforceable and their services were terminable at will. Consequently, the Court of Appeal held that the expelled employees had no right established or alleged to remain in the employer's employ; therefore, the injunction should be dissolved.

The circumstances of the dispute were as follows:

The Black Ball Ferries Ltd. had a collective agreement with the Seafarers' International Union of North America, Canadian District, as the bargaining agent, whereby the company agreed to employ only members in good standing of that union.

On March 9, 1960, the SIU informed the company that some seven employees were no longer members in good standing of the union and requested the company to "discontinue these employees' services forthwith" in accordance with the terms

of the collective agreement. However, in another letter of May 25, 1960, the union stated that they withdrew "the request made to terminate their services at the present time." That was written in order to give the persons concerned an opportunity to answer the charges. Afterwards, there were union hearings and as a result five of the employees were expelled from the SIU and another four who were not expelled were classified as probationary members.

The five expelled and the four probationary members applied for an interlocutory injunction restraining the employer and union officers from discharging them from employment.

On June 13, 1960, Mr. Justice Whittaker granted an interlocutory injunction restraining the company, until the trial, from discharging any of the expelled members from its employ on the ground of not being members in good standing of the SIU. The decision granting the injunction was appealed by the SIU.

Mr. Justice Sheppard, delivering the judgment of the Court of Appeal, referred to Mr. Justice O'Halloran, who said that a person who comes to court for an interlocutory injunction is not required to make out a case that will enable him at all events to relief at the trial, but it is enough if he can show that he has a fair question to raise as to the existence of the right which he alleges, and can satisfy the court that the property or right which he alleges should be preserved in its actual condition until the question can be adjudicated. (*Scarr v. Gower* (1956) 2 D.L.R. (2d), p. 405; *Wheatley v. Ellis & Hendrickson* (1944), 61 B.C.R. 55).

Hence, Mr. Justice Sheppard continued, to obtain the interlocutory injunction, the expelled union members threatened with the enforcement of a closed shop clause of the collective agreement must establish that they have "a fair question to raise as to the right," described elsewhere as a *prima facie* case, an arguable case, or a probable case. In other words, those who ask for interlocutory injunction have to establish (a) a right; (b) a breach of this right actually or reasonably apprehended; (c) a reasonable probability of success such as would warrant the case's proceeding to trial.

In the case at bar, the basis of the expelled members' case was their alleged right to continue in the employ of Black Ball Ferries. Consequently, each of them would have to establish that he had a contract with Black Ball Ferries whereby the company had agreed to employ him for a term unexpired so that his discharge would be a breach of that contract of

employment. Otherwise, if the company is merely from time to time selecting individuals from a group, or has contracts of employment which permit the company to terminate the employment at will, then the termination of the employment is not a breach of any right of those who asked for injunction.

In the case under review, there was no allegation of employment for a definite term, nor that terminating the services would be a breach by the company of the employees' rights of contract. On the contrary, counsel for the company stated that no such contract existed and that the company had the right to terminate the services of any employee at any time and, in practice, does so on 48 hours notice. That right claimed by the company was not questioned by the other parties. Consequently, the right of the expelled employees to continue in the employment was neither alleged nor established, and, on that ground, the injunction should be dissolved.

Also, Mr. Justice Sheppard pointed out that to obtain equitable relief, the claim for injunction must be based on contracts of employment for a term unexpired and which contracts would be specifically enforceable. No such basis of relief was shown, and failing proof of a fair question as to the existence of an enforceable right which would justify the discretion of the Court, the injunction must be set aside.

The Court allowed the appeal and dissolved the injunction which restrained the enforcement of a closed shop clause of the collective agreement. *Brady et al. v. Heinekey et al. and Black Ball Ferries Limited*, (1960), 24 D.L.R. (2d), Part 10, p. 737.

New Brunswick Supreme Court . . .

. . . quashes certification order because there were no employees in bargaining unit when order made

On December 22, 1960, the Supreme Court of New Brunswick (Appeal Division), in *certiorari* proceedings, quashed a certification order on the ground that since at the time of the making of the order the unit of employees for which the bargaining

agent was certified did not exist, the Board had no jurisdiction to make the order.

On June 29, 1960, Local 721C of the International Union of Operating Engineers applied for certification as a bargaining agent for a unit of employees of Universal Constructors and Engineers Limited engaged in the operation and maintenance of power cranes, excavators, derricks, truck cranes, boom trucks, hoists, winches, air tuggers, gradalls, tractors, scrapers, motor patrols, power post hole augers, compressors, pumps and Ford lifts.

At the time of application, there were only two employees in the unit, and shortly afterwards a third employee was hired temporarily. But, when the certification order was made on August 26, 1960, the company had no employees coming within the definition of the bargaining unit. The certification order was based on the situation existing at the date of the application for certification.

The company applied to the court by way of *certiorari* to quash the certification order. The court was of the opinion that although an order may be within the power of a tribunal, it may be attacked on *certiorari* on the ground that some condition precedent (such as a notice) has not been fulfilled or that some fact collateral to the actual matter involved has not been established. In such cases, all proceedings, including the evidence, may be examined to ascertain if a required condition has been complied with or a necessary collateral fact established.

In the case under review, the Court held that the existence of the unit of employees at the time of the making of the order for certification was a fact collateral to the matter to be determined and, since no such unit was then in existence, the Board had no jurisdiction to make the order. The Court ruled the certification order to be quashed. *The Queen and the Labour Relations Board of the Province of New Brunswick, ex parte Universal Constructors and Engineers Limited*, the Supreme Court of New Brunswick (Appeal Division), December 22, 1960, unreported.

The Civil Service Commission of Canada is currently conducting a competition for a Labour Legislation Research Officer for the Department of Labour at Ottawa.

Candidates for this position must be university graduates with several years experience in collecting, analyzing and interpreting data from documentary sources such as statutes and regulations.

Details regarding this position are available at Civil Service Commission Offices, Post Offices and National Employment Offices. The closing date for receipt of applications is April 21, 1961.

Recent Regulations under Provincial Legislation

Newfoundland revises regulations for logging camps. Ontario issues new safety rules regarding the production, distribution and consumption of gas and oil

In Newfoundland, the regulations for logging camps were revised, laying down new requirements with respect to buildings, facilities and sanitation.

New regulations issued under the Ontario Energy Act provide that, after July 1, 1961, only a qualified gasfitter certified by the Minister of Energy Resources may install, repair or service a gas appliance established in any building except a one- or two-family dwelling.

Other regulations deal with the licensing of elevators in Toronto, allowances of apprentices in Newfoundland, certificates of competency under the British Columbia Energy Inspection Act, and the forms for filing arbitration decisions or determinations of the Ontario Labour Relations Board in the Supreme Court of Ontario.

British Columbia Electrical Energy Inspection Act

British Columbia has issued, under the Electrical Energy Inspection Act, Reg. 1/61 governing certificates of competency for electrical contractors. Gazetted January 12, it replaces Reg. 524/59.

The new regulation provides for special exemption from certification, extension of permissible duties of certificate holders, and restricted and special certificates. It also contains provisions concerning suspension, revocation, cancellation, renewal and reinstatement of certificates, and examinations.

The Lieutenant-Governor in Council on the recommendation of the Minister of Public Works may now permit a group of property owners or tenants without a certificate of competency to construct overhead electric lines in rural areas to transmit electrical energy to their buildings.

New provisions extend the scope of work which the holder of Certificate "A" or Certificate "B" may perform. The Board of Examiners may now grant a restricted Certificate "A", "B", or "C" to a person who has not passed the prescribed examination but is qualified to do a specific type of electrical work.

The Board may also issue a certificate of any grade, without examination, to an electrical engineer licensed under the Engineering Profession Act and examined by the Association of Professional Engineers of British Columbia in the field of electrical engineering.

A further provision now empowers the Board to issue, without examination, to a person with suitable qualifications, a special certificate to make a specific specialized installation. This certificate is renewable annually but must be surrendered to the Chairman of the Board within 30 days after completion of the installation.

Where a certificate has been revoked or cancelled the Board may renew or reinstate it. A new requirement specifies that where the Board suspends, revokes or cancels a certificate, they must inform the holder of the reason and state the period of suspension. The duration of a suspension may not be less than 30 days.

New provisions with respect to examinations do not allow a candidate who fails an examination to be re-examined until 90 days have elapsed, except with permission of the Board. In addition, a candidate who fails twice in an examination for any grade may not be re-examined without permission of the Board.

Newfoundland Apprenticeship Regulations

The regulations under the Newfoundland Apprenticeship Act respecting allowances payable to apprentices taking technical training have been amended by a regulation gazetted January 10.

The provision dealing with repayment of allowances now states that if an apprentice's course of instruction has been terminated or abandoned before it is completed, the Minister may, on the recommendation of the Apprenticeship Board, require the apprentice to pay back the whole of the allowance or such part as the Minister may prescribe.

Newfoundland Logging Camps Act, 1960

New regulations have been issued under the Newfoundland Logging Camps Act, 1960, replacing those issued last August (L.G., Nov. 1960, p. 1170).

Provisions in the former regulations, which were to have been effective January 1, 1961, requiring every employer or person who purchased timber from a logger to appoint commercial scalers certified as qualified by an examiner appointed by the Lieutenant-Governor in Council are not included in the new regulations.

Also omitted from the new regulations are the requirements upon a camp operator to notify the Minister of Mines and Resources of each camp he operates,

together with a description of the route by which the camp is approached. However, the Minister has authority, specifically stated in the Act, to require a person who intends to purchase timber, to award a contract, or to engage loggers to provide detailed information concerning the logging camps that will be used for the accommodation of loggers.

New or amended provisions deal with buildings and their facilities, storage of food, disposal of waste, first aid, stables and animals, and the storage and repair of equipment and supplies.

The new regulations apply to permanent camps, which are defined as those occupied for more than 15 consecutive days, regardless of the season. The former regulations applied to logging camps occupied by 10 or more loggers.

New requirements in respect of buildings and facilities deal with drainage, window size, heating, and storage of personal effects. Formerly, logging camps were to be located so that good natural drainage would be provided. It is now specified that provision is to be made for adequate drainage. Each bunkhouse and cookhouse must now have one or more windows providing one and one-quarter square feet of light for each person, compared with one square foot previously. It is now forbidden to use oil drums or other substitutes for stoves in a logging camp. The operator must now provide ample facilities for the storage of personal effects of workmen.

Amendments have been made to provisions concerning the disposal of waste at operating and abandoned camps. Previously, the operator of a camp was required to dispose of sewage by a method approved by an inspector and in such a way that it would not create a nuisance nor pollute or contaminate any body of water. Altered requirements now specify that waste waters must be directed to a covered cesspool, or through a conduit to a point at least 100 feet from the camp or any body of water.

Refuse, waste and garbage at operating camps was previously required to be disposed of in such a manner as to prevent the contamination of any source of water supply, and so as not to attract vermin, create a nuisance or endanger the health of humans, animals, wild life or fish. The new requirement specifies that refuse, waste and garbage must be deposited in a pit at least 100 feet from the camp or any body of water and, when full, be covered with at least 12 inches of earth. In summer, waste must be protected from flies and covered weekly with lime or other caustic substance.

In regard to abandoned camps, a former provision required the employer or operator of a camp within one mile from a highway to bury or burn all garbage, rubbish and waste material, fill in and treat with lime the pits of all toilets, and leave the buildings and grounds in a clean and sanitary condition. The new provision is less specific with respect to methods of disposal, but is not confined to camps within one mile from a highway.

A new provision relating to first aid kits and stretchers is more specific than formerly in that these must now be supplied according to the standards established by the Workmen's Compensation Act and regulations.

An amended requirement increases from 200 to 300 feet the distance which a stable must be located from a camp. Pigs, bulls, cows and other animals must now be kept in enclosures, stables or piggeries located at least 300 feet from the camp, any body of water, or the water intake of the camp.

Another new provision states that the remains of animals, when the ground permits, must be buried immediately at a depth of at least two feet, and at least 500 feet from the camp, any body of water or the water intake of the camp.

Harness and all other equipment used for horses or other work-animals must now be kept where they will not interfere with the cleanliness of the camp or be a nuisance.

The operator of a camp must now provide a building for the repair of power saws. A further new provision prohibits the keeping of used power saws, gasoline or motor oil in a bunkhouse or cookhouse; an exception is made, however, for motor oil in sealed containers.

Newfoundland Regulations of Mines Act

Newfoundland has issued the Mines (Safety of Workmen) (Amendment) (No. 4) Regulations, 1960, under the Regulations of Mines Act. The amendment was gazetted January 10 and came into force on November 1.

Every operator and manager of a mine is now required on the written request of the chief inspector to carry out tests of the air in all workings in use or to be used by workmen. A written report on the results of these tests must be made to the chief inspector.

Another amendment (No. 3) provides for payment of a fee of \$7.50 to a medical examiner for any medical examination made under the Act.

Ontario Labour Relations Act

Regulations under the Ontario Labour Relations Act prescribing the forms to be used when filing arbitration decisions or determinations of the Labour Relations Board in the Supreme Court of Ontario were gazetted January 7 as O. Reg. 344/60.

A 1960 amendment to the Act (L.G., Nov. 1960, p. 1153) provided for the enforcement of arbitration awards in the Supreme Court. It states that where there is a failure to comply with any of the terms of an arbitration decision within 14 days, any "party, employer, trade union or employee" affected by the decision may file the operative part of the decision in the office of the Registrar of the Supreme Court, whereupon it becomes enforceable as a judgment or order of that court. The regulations prescribe the form to be used in such cases.

In addition to giving the decision (exclusive of the reasons), the complainant must give the following other information: the arbitrator or members of the board of arbitration, the appearances for both sides, the date and place of the hearing, the date of decision and of release of decision and the date, if any, provided in the decision for compliance.

Another amendment gave the Labour Relations Board authority to deal with a complaint from any person that he has been refused employment, discharged, discriminated against, coerced or otherwise dealt with contrary to the Act, further providing that the Board's decisions may be enforced in the Supreme Court. The procedure to be followed is similar to that described above with respect to arbitration awards.

Ontario Elevators and Lifts Act

Passenger elevators in Toronto and freight elevators in municipal buildings in Toronto were brought under the Elevators

and Lifts Act by Ontario regulation 322/60, gazetted December 31 and effective January 1, 1961. The 1960 amendment to the Act, which removed the provision authorizing the City of Toronto to regulate elevating devices, was proclaimed in effect on the same date. Provincial inspection of elevators now extends throughout the province.

Ontario Energy Act

Ontario has issued O. Reg. 1/61 under the Energy Act, dealing with the production, distribution and consumption of gas and oil. It revokes O. Reg. 236/60 (L.G., Nov. 1960, p. 1170). The new regulation was gazetted January 14 and came into force on January 1.

Safety provisions relating to the transmission and distribution of natural and manufactured gas are similar to those in effect previously.

Some changes have been made in the provisions in respect of liquefied petroleum gas. The former exemption from licensing for persons engaged in the transfer of liquefied petroleum gas to pressure vessels has been revoked and a licence will now be required for persons who transfer liquefied petroleum gas to containers having a capacity of more than one pound.

New requirements are introduced in respect of gas fitters. After July 1, 1961 it is a condition of registration of a contractor that the installation, repair or servicing of a gas appliance in any building except a one- or two-family dwelling must be done by a qualified gas fitter certified by the Minister of Energy Resources. The gas fitter is personally responsible for testing, purging and adjusting the appliance, and must personally supervise all other work done in connection with the installation, repair and servicing of the appliance.

All codes already adopted remain in effect, as do provisions regarding the notification of accidents.

Some Changes in U.S. Workmen's Compensation Legislation

Compulsory workmen's compensation coverage has been extended to seasonal farm workers in Massachusetts by a 1960 amendment to the state's workmen's compensation law. Formerly coverage was elective for seasonal and compulsory for non-seasonal farm workers.

This was one of the changes in compensation legislation made in the United States during 1960.

Delaware authorized voluntary coverage of farm workers, formerly excluded.

Among other changes last year in U.S. workmen's compensation legislation was the raising by Rhode Island of maximum weekly benefits for total disability, and for death by Maryland, Kentucky, New York, Puerto Rico and Virginia raised maximum weekly benefits for death and all types of disability.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefits increase 55 per cent from 485,000 at end of November to 754,000 at end of December, statistics* show. The December figure includes 134,000 applicants for seasonal benefit

Claimants† for unemployment insurance benefit on December 30 numbered 754,000, an increase of 55 per cent over the total of 485,000 on November 30, and of 10 per cent over the figure of 686,000 on December 31, 1959. Males accounted for 85 per cent of the November-December increase.

Of the claimants at the end of December, 134,000 were classified as seasonal benefit applicants, compared with a total of 116,500 a year earlier and 15,000‡ at the end of November 1960. Although seasonal benefit claimants at the end of December formed almost the same proportion of the total number of claimants as in the previous year, their number was 15 per cent greater than it had been in December 1959.

The total number of claimants at the end of both December and November 1960 constituted a slightly larger proportion of the total number of insured persons than at the same times in 1959. For November the proportion was nearly 12 per cent in 1960 compared with 10 per cent in 1959. At the end of December 1959, claimants comprised 16 per cent of the total insured. Although the estimate for December 1960 is not yet ready, it is expected that it will be slightly higher than that of a year earlier.

During the 12 months ending November 1959, the insured population§ averaged 4,111,000. For the same period in 1959-60

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

‡As claims are filed in anticipation of seasonal benefit, a substantial proportion of the other 470,000 claimants on November 30 would have been eligible for seasonal benefit; however, as the computation was not completed at the end of the month, such cases are included as regular.

§Contributions and benefit are both on a weekly basis, and it is possible for a person to be a contributor and a claimant in the same week. To the extent that such cases occur in the last week of a month, the insured population would contain an element of duplication.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

the average was 4,147,000, an increase of 1.0 per cent. Since a 12-per-cent increase occurred in the average monthly claimant total, the employed segment declined. The insured employed figures do not reflect recent expansionary movements among certain service groups, e.g., education and hospitals, since, in the main, these are not covered employments. Further, it is likely that a substantial number of teen-agers are in the labour force but not in the insured population. They have had little opportunity to build up credits that would enable them to become claimants for unemployment insurance benefit. On the average about 82,000 teen-agers in the labour force were unemployed during 1960.

On December 31, between 80 and 85 per cent of those classed as having been on claim for four weeks or less were males. Males made up more than 80 per cent of the persons who had been on claim for eight weeks or less, but only between 60 and 65 per cent of those on claim for 13 weeks or more.

Although in general male claimants outnumber females by nearly four to one, a much larger proportion of the latter had been on claim for 13 weeks or more, viz., 25 per cent, compared with 10 per cent of the males. On the other hand, males on claim for less than nine weeks at the end of December outnumbered females by nearly five to one.

Initial and Renewal Claims

Initial and renewal claims for benefit during December numbered 448,300, which

was 50 per cent more than the November total of 304,400, but only slightly greater than the total of 441,600 at the end of December 1959. In comparison with the previous year, initial claims were slightly less, but renewal claims 20 per cent more numerous.

The average weekly number of beneficiaries was estimated at 400,400 for December, 272,900 for November and 316,500 for December 1959.

Benefit payments totalled \$39,800,000 in December, \$26,600,000 in November and \$32,700,000 in December 1959.

The average weekly benefit payment was \$23.64 in December, \$23.19 in November, and \$21.51 in December 1959.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for December showed that insurance books or contribution cards had been issued to 4,979,849 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

At December 31, 1960, employers registered numbered 332,441, an increase of 440 since November 30, 1960.

Enforcement Statistics

During December 5,730 investigations were conducted by enforcement officers across Canada. Of these, 2,140 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 163 were miscellaneous investigations. The remaining 3,427 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 217 cases, 30 against employers and 187 against claimants.[†] Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 2,922.[†]

Unemployment Insurance Fund

Revenue received in December totalled \$28,965,943.74 compared with \$29,214,672.56 in November and \$28,576,933.39 in December 1959. Benefits paid in December totalled \$39,765,535.77 compared with \$26,583,609.14 in November and \$32,661,332.95 in December 1959.

The balance in the Fund on December 31 was \$320,903,966.85; on November 30 it was \$331,703,558.88 and on December 31, 1959, it was \$471,094,255.96.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1805, December 20, 1960

(Translation)

Summary of the Main Facts: The claimant lost his employment as business agent for a union on October 31, 1959 owing to lack of work. He filed an initial application for benefit on November 2, 1959, at which time he was registered for employment as a carpenter.

On the strength of the statements that he made in his weekly reports—to the effect that, for the weeks between November 1, 1959 and February 28, 1960, there were times he had done no work and received no earnings and times when he had worked only a single day and had not received any earnings in excess of \$15.00—he received benefits of \$30 a week until the end of February 1960.

On February 25, 1960, the claimant declared among other things, that after losing his job, he bought products from the A..... [Company] for \$48.06 with the intention of selling them. He also deposited a bond of \$100.00.

As his sales brought him very small profits after expenses were paid, he decided about the end of November 1959 to become a salesman for the Z..... [Company]. His work consisted of selling directly to retailers. According to his statement, his sales for this company were as follows:

On November 24, 1959	.....	\$ 27.55
" " "	.....	13.90
" " "	.....	78.58
" " "	.....	134.73
" 25	.....	132.43
" 26	.....	273.39
" 27	.....	41.20
December 2	.....	84.30
" 10	.....	55.51
January 15, 1960	.....	183.95
" 16	.....	193.45
" 18	.....	119.05
" 19	.....	100.11
" 20	.....	245.20
" 25	.....	58.85
" 28	.....	33.28
" 28	.....	70.95

[†]These do not necessarily relate to the investigations conducted during this period.

February	1	"	81.60
"	9	"	53.25
"	10	"	49.40
"	16	"	41.05
"	17	"	49.13
"	22	"	36.35

His gross profit was 12, 8 or even 5 per cent, according to the products sold. His gross profits hardly covered his expenses, so that he did not have any earnings. He worked from 8:00 a.m. to 5:00 p.m. every day except Fridays and Saturdays and two or three other days when he remained idle owing to the weather or to discouragement. He added:

On my weekly reports I indicated my earnings, the name of the employer, and as for the dates, I indicated only one day to identify the week. Moreover, from the fact that I indicated A..... or Z..... [Company], the office should have known that I was engaged in door-to-door selling. During the last three months, I have filled out and mailed three or four application forms by mail for jobs as a company representative. I am waiting to hear from them...

The Z..... [Company] submitted a report indicating that the claimant's gross earnings had been \$96.51, \$68.54 and \$42.62 for the months of December 1959, January 1960 and February 1960, respectively. The A..... [Company] likewise furnished the amount of purchases made by the claimant and also gave, in respect of these amounts, the suggested retail price: on November 17, 1959, goods were purchased at \$32.57 to retail at \$48.68; on December 1, 1959, goods were purchased at \$44.01 to retail at \$67.91 and finally, on December 8, 1959, goods were purchased at \$46.13 to retail at \$71.82.

The insurance officer notified the claimant on April 21, 1960, that he had disqualified him from receipt of benefit beginning November 1, 1959, because he was working in employment in which he was in the position of controlling his working hours and therefore he was not unemployed within the meaning of sections 54 (1) of the Act and 154 (1) of the Regulations. The insurance officer, on June 1, 1960, further disqualified the claimant in the amount of \$90 pursuant to section 65 of the Act, for having reported that he was unemployed and available when actually he was employed on his own account as a full-time commission salesman.

The claimant appealed to a board of referees on April 28, 1960. In his appeal he emphasized chiefly the fact that he was available and that he had had no income.

The board of referees which heard the claimant's appeal in his absence on July 14, 1960 was, by a majority, of the opinion that the explicit terms of section 154 (1) of the

Regulations left no room for finding that the claimant had been unemployed since November 1, 1959. The board likewise confirmed the decision of the insurance officer on the second count.

The dissenting member of the board of referees expressed the opinion that the claimant, who had declared the names of his employers and his earnings, had furnished sufficient information to make it possible to identify his work. He stressed that the claimant did not work on Saturdays, lost two or three days from time to time, and did not receive any earnings. The claimant's work in such a case should be judged rather as a pastime and the exception provided in section 154 (2) of the Regulations would be applicable here, especially if the fact were taken into consideration that the claimant was available at all times. As to the disqualification imposed under section 65 of the Act, he believed that it was not justified because of the claimant's good faith.

The claimant appealed to the Umpire on August 20, 1960, on the following grounds:

My reasons for appealing to the Umpire are as follows:

1. Reasons for appeal: from April 28, 1960, I have always been available for any jobs you might have offered me.

2. In accordance with section 154 (2) of the Regulations, a paragraph which is quoted in the argument of the dissenting member of the board of referees who represented the employees.

3. I was unemployed, capable of and available for work, and unable to obtain suitable employment.

4. I gave the name of the company with which I was doing business and the gross earnings, which are below the amount provided by the Act.

5. If I had had any doubt that I might be possibly considered as not available, I would have discontinued this pastime. The long period which elapsed between my entitlement to benefit and an investigation into my case seems to me to be a gap in the application of the Act.

6. I did not travel (work) from December 11, 1959 to January 7, 1960, nor from March 14, 1960 to May 1, 1960. I certify that during the periods mentioned I was completely idle, but capable of working.

I hope that the delay before the investigation, the complete information I have always given and the periods during which I did not work will be factors that will be considered on their merits when my case is reviewed and the decision handed down...

Considerations and Conclusions: Neither the claimant's availability for another job nor the amount of his earnings are important factors when it comes to determining his state of unemployment according to the terms of section 154 of the Regulations. Indeed, according to subsection (2) of that section, when a claimant, and this is true in the present case, is employed in any

employment in which he is in the position of controlling his working hours, he must, to be considered as unemployed, prove that the self-employment is "so minor in extent that a person would not under the circumstances normally follow it as a principal means of livelihood."

Now, there is proof that the present claimant, beginning November 1, 1959, spent much more time selling than the time implied by the words "so minor in extent" in subsection (2) quoted above. In fact, he has devoted as much time as a person selling similar products as his principal means of livelihood would have normally devoted under the same circumstances, at the same time of the year.

Consequently, the claimant has not proved that the provisions of subsection (2) of section 154 of the Regulations applied in his case and he is, therefore, not deemed to have been unemployed during the full weeks comprising the period in question in this case.

As for the disqualification imposed under section 65 of the Act, it is clear, in my opinion, that the claimant could not fail to know that the statements he made in his weekly reports did not contain the whole truth. For example, he declared neither work nor earnings with respect to the week commencing January 17, 1960, and his statement of February 25 contains the admission that his sales for that same week amounted to \$464.36 and that he worked for three days.

For all these reasons, I consider that the decision of the board of referees should be confirmed and I decide to dismiss the claimant's appeal.

Decision CUB-1807, January 12, 1961

Summary of the Main Facts: The claimant, 59 years of age, filed an initial application for benefits on February 12, 1960 and registered for employment as a taxi dispatcher. He had worked for a railway company in Medicine Hat, Alta., from November 14, 1919 to December 31, 1959, by which time he was a conductor. On the latter date he was retired on a pension for health reasons.

On February 16, 1960, the claimant made the following written statement at the local office of the Unemployment Insurance Commission in Medicine Hat (Exhibit 2):

My retirement due to ill health is because of a heart condition. I requested a medical from Dr. E....., who refuses to give me one as he considers that I am not fit for work.

Following hospitalization, my case was referred to the [company] doctors, who recommended to the [company] that I be withdrawn from service due to the health condition (heart and asthma).

I feel I am capable of work—answering the telephone. However, I cannot do any work that entails climbing stairs or exertion.

On the evidence before him, the insurance officer notified the claimant on February 22, 1960 that he was disqualified from receipt of benefit as of February 7, 1960, the effective date of his claim, on the ground that he had failed to prove that he was available for work (section 54 (2) (a) of the Act).

On February 26, 1960, the local office reported as follows (Exhibit 4):

Dr. E..... is claimant's personal physician who refuses to certify claimant as capable for employment.

Claimant could not state what type of work he is capable of other than answering phone. Watchman is out because of stair climbing in practically all cases and because of serious heart condition.

The claimant appealed to a board of referees on March 8, 1960, and stated (Exhibit 6):

...I am submitting a medical certificate by [a company doctor] setting forth that I am fit for light work only. In this connection, I feel I could work as a taxi despather, answering a telephone and using the radio intercom equipment involved. Have not however applied to the two companies operating taxis in Medicine Hat with these facilities.

I am willing to accept very light, sedentary work, but I cannot specifically state what it would be at this time.

The medical certificate referred to above is dated March 5, 1960, and reads: "This man is fit for light work only."

On April 16, 1960, the claimant wrote to the manager of the Commission's local office in Lethbridge, Alta., in which city he subsequently took up residence, and stated (Exhibit 8):

After a short illness the latter part of September 1959, I visited Dr. E..... on October 2nd. He told me I was medically fit to go out on my next trip which was October 5th, which I did. On October 7th, I was called to the [company's] office due to a letter they had received from Dr. E....., saying I was unfit for [company] duty. However, I continued in service, but was notified by the [company] to have a medical from one of their doctors, Dr. D....., the 10th of November 1959. I have a letter, over the signature of Supt., that it was due to this medical that I was withheld from service November 18, 1959.

Since that time, through rest and treatment, my health has greatly improved. Therefore, Dr. D..... issued me a medical certificate March 5th, stating I was O.K. for light duties.

On March 8th, I applied at Taxi for a job of despatching, but was told no vacancy at that time. They took my name and phone number, and said they would call me if a vacancy should arise. I have called in person since then, the last time being April 14th, but nothing was available for me.

I also enquired about a job of parking lot attendant, but was told that war veterans are given a preference here...

As for Dr. E..... being my personal physician, I usually have who is available at the clinic, when I need someone. Besides Dr. E....., I have had Dr. D..... and Dr. L..... & Dr. H.....

The claimant attended the hearing of his case by a board of referees in Lethbridge, Alta., on April 21, 1960. Those who attended the hearing also were his wife and two friends, a retired railway conductor and the yard foreman. The board, after taking into consideration all the evidence, both written and oral, as well as the Umpire's decisions CUBs 1268 and 1557, by a unanimous decision, dismissed the appeal and maintained the insurance officer's decision. The decision reads in part:

... [The claimant] stated that Dr. E..... who refused to give him a medical certificate was a heart specialist, and had been his personal physician for several years. Dr. M....., a member of the same clinic, however, was not a heart specialist.

[The claimant] stated that he had had a heart condition and some heart attacks over a period of seven years, as well as suffering from asthma at times. He is not a robust man. When questioned about the type of employment he could accept, he was very indefinite stating he did not know what he could do, but it would have to be very light, sedentary without stairs to climb.

It was pointed out to [the claimant] that even if he were given an indefinite disqualification as under this submission, this could be lifted if he found suitable employment on his own behalf...

The Brotherhood of Railroad Trainmen appealed to the Umpire on May 12, 1960. In the appeal, exception was taken to the statement in the board's decision that the claimant had a heart condition and "some heart attacks" over a period of seven years. In this connection, it was explained that while the claimant had a heart condition, he had never had a heart attack and that the railway company was of the opinion that his condition was such that he should not be in charge of a railway train. It was contended, however, that his condition would not prevent him from engaging in lighter employment and that he had made efforts to obtain light work such as a taxi despatcher, etc., in Medicine Hat and Lethbridge.

In a letter dated June 16, 1960, which was submitted for the Umpire's attention, the claimant stated: "I am at present employed by _____ Messenger Service, as a messenger, delivering 550 advertisements, climbing an average of six steps each place, each delivery." He also stated in connection with the comment of the local office (Exhibit 4), viz., "claimant could not state what type of work he is capable of":

After forty years (40) at one type of work, as in my case, it was difficult to state offhand, just what type of work I could do, other than what I had done when last employed, but was ready and willing to do anything I could handle.

The Brotherhood of Railroad Trainmen also requested an oral hearing before the Umpire. The hearing was finally held in Ottawa on November 21, 1960, after two postponements in September and October 1960, at the request of W. G. McGregor, Canadian Legislative Representative and Chief Agent of the Brotherhood, because of previous business commitments. The claimant was represented at the hearing by Mr. McGregor and the Unemployment Insurance Commission by Claude Dubuc, its Legal Adviser, and John A. G. MacDonald, a solicitor of the Legal Branch.

Mr. McGregor submitted a brief wherein he contended, in effect, that as the claimant had obtained work delivering hand bills which required him to climb stairs, such was proof that, in accordance with the medical certificate of March 5, 1960 referred to above, he was capable of performing light work and that moreover, this medical certificate should not be construed to suggest the claimant was incapable of light work prior to that date. In support of his arguments regarding the case, he referred to the Umpire's decisions CUBs 1077, 1456, 1462 and 1520.

He pointed out that the claimant had made efforts to obtain employment as a despatcher with a taxi company "and the fact that vacancies seldom occurred in the occupation which the claimant was capable of accepting and willing to accept was not sufficient to warrant a finding that he was not available for work as noted in CUB 1462."

He maintained also that the claimant had never withdrawn from the labour market and had sought work in a category suggested by his doctor "in line with his physical and mental capabilities and that the scope was not too restricted in his locality."

Mr. MacDonald contended that, as the evidence showed that the claimant had restricted his availability to light and secondary work involving no stair climbing and no exertion, it could hardly be said there would be a normal demand for a worker of his type in either of the two cities where he had successively lived since the date of his claim, viz., Medicine Hat and Lethbridge. Consequently, he had failed to prove that he was available for work as required by section 54 (2) (a) of the Act.

In accordance with a request made by the Umpire at the hearing, the placement officer of the Medicine Hat local office supplied the following information:

- (1) Labour market conditions in this area during the month of February 1960 were very tight. All occupational classifications were in surplus.

(Continued on page 295)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during January Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 213 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 265 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	3	\$835,532.00
Defence Production	106	408,095.00
Post Office	4	200,864.04
R.C.M.P.	10	95,597.82

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during January

During January the sum of \$4,095.42 was collected from eight contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 110 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during January

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Indian Head Sask: Lord & Burnham Co Ltd, addition to greenhouse, Experimental Farm. *Melfort Sask:* Lord & Burnham Co Ltd, supply & erection of greenhouse, Experimental Farm. *Saskatoon Sask:* Fleming-Pedlar Ltd, installation of growth chambers, forage crops headerhouse, Research Station. *Lethbridge Alta:* General Farm Supplies Ltd, erection of prefabricated steel sheep barn with concrete foundation, Animal Pathology Laboratory. *Creston B C:* F Romano Construction, construction of garage & storage bldg, Experimental Sub-station.

Atomic Energy of Canada Limited

Chalk River Ont: John Kovacs, *filling & taping of joints in walboards of Bldg 456 extension; John A McGregor (Renfrew) Ltd, *plastering of north wall of new entrance & passageway of extension of Bldg 100; Frank Sanzo & Co, *masonry repairs to walls of Bldg 536.

Central Mortgage and Housing Corporation

St John's Nfld: James Pardy, *carpentry & miscellaneous repairs (Vets 1/49). *Aylmer Ont:* Roscoe Alcorn, *general maintenance (1/48). *Belleville Ont:* W Danford & Son, *general maintenance (2/48 & 3/49). *Ottawa Ont:* Lewis M Bryan, *snow removal, Strathcona Heights (Project 6). *Pembroke Ont:* G A Bechamp, *carpentry & general maintenance (1/48 & Atomic Energy). *Lethbridge Alta:* McLaren Construction Co, *replacement of tile floors, wartime houses (Projects 4/48 & 5/49). *Medicine Hat Alta:* Jacob Emann, *carpentry repairs to wartime houses (Projects 1, 2 & 3).

Department of Citizenship and Immigration

Sioux Lookout Indian Agency Ont: Peterson Electric Co Ltd, electrical re-wiring at McIntosh IRS; Paul G Wallin Ltd, construction of Canyon River bridge, McIntosh. *Fisher River Indian Agency Man:* G K Smith, conversion of heating systems, Peguis No 1 & 4, Murdock & Lake Manitoba No 2 day schools. *Portage la Prairie Indian Agency Man:* G T Smith & Sons Ltd, electrical re-wiring of Birtle IRS. *Duck Lake Indian Agency Sask:* Dan S McLean, installation of walk-in freezer, Duck Lake IRS. *Blackfoot Indian Agency Alta:* Lundmark Construction Ltd, renovations & addition to Agency Office, Gleichen. *Saddle Lake Indian Agency Alta:* Genereaux Building Supplies Ltd, floor covering & redecorating, Blue Quills IRS, St Paul. *Kamloops Indian Agency B C:* Western Builders & Contractors Ltd, erection of fire escapes & bldg renovations, Kamloops IRS. *Kootenay Indian Agency B C:* Jarvis Construction Co Ltd, erection of fire escapes & bldg renovations, Kootenay IRS. *Kwawkewlth Indian Agency B C:* K Moore & Co Ltd, electrical & power house construction, Quatsino Indian day school. *Lytton Indian Agency B C:* Jarvis Construction Co Ltd, erection of fire escapes & bldg renovations, St George's

IRS. West Coast Indian Agency B C: Turner Contracting Co Ltd, electrical & power house construction, Opetaht Indian day school; Tryson & Son Iron Works Ltd, erection of fire escapes & bldg renovations, Alberni IRS. *Williams Lake Indian Agency B C:* Joe Ooyevaar Construction, installation of floor tiling & linoleum, Cariboo IRS. *Fort Simpson Indian Agency N W T:* John D Goodall, construction of seven Indian houses, Fort Simpson.

Defence Construction (1951) Limited

Summerside P E I: Malach Roofing & Flooring Ltd, roof alterations to four DLP steel trussed hangars, RCAF Station. *Cornwallis N S:* "Automatic" Sprinkler Co of Canada Ltd, installation of sprinkler system in Bldg 7, HMCS Cornwallis. *Halifax N S:* Cardinal Painting & Decorating Co Ltd, interior painting of 121 apts. *Barriefield Ont:* Ball Bros Ltd, construction of nursing sisters' quarters, Canadian Forces Hospital. *Camp Borden Ont:* Ellis Don Ltd, construction of QM & Technical Stores Bldg. *Centralia Ont:* Frank Van Bussel & Sons Ltd, construction of Protestant Chapel with outside services, RCAF Station. *Downsview Ont:* Leo's Excavating & Grading Ltd, construction of storm drainage system, RCAF Station. *Trenton Ont:* Central Bridge Co Ltd, supply & erection of structural steelwork for bldg 58, RCAF Station. *Namao Alta:* Paramount Electric (Alberta) Ltd, improvement to lighting in Bldg 236, RCAF No 7 Supply Depot storage. *Chilliwack B C:* Continental Painters & Decorators, interior painting of 99 PMQs & 12 bldgs. *Comox B C:* K Moore & Co Ltd, construction of pumphouse & alterations to existing pumphouse, RCAF Station; D Robinson Construction (1952) Ltd, construction of tacan bldg & tower, RCAF Station.

Building and Maintenance

Longue Pointe Que: J Beckner Inc, repairs & alterations to high-pressure boilers, burners & controls in central heating plant; E C Scrivens & Co Ltd, installation of heating & ventilating system in Office Accommodation Bldg. *Montreal Que:* Century Sprinklers Co Ltd, supply & installation of sprinkler fire protection system, 710 & 740 Belair St. *Ste Foy Que:* Daniels & Mannard Ltd, interior painting of 151 PMQs. *Valcartier Que:* Daniels & Mannard Ltd, interior painting of 140 PMQs. *Clinton Ont:* Planned Renovators Ltd, fire retardant painting of nine bldgs, RCAF Station. *North Bay Ont:* Walker Painting & Decorating Co Ltd, interior painting of 60 PMQ's, RCAF Station. *Oakville Ont:* J B MacKenzie & Son Ltd, extension to officers' mess, Ortona Barracks. *Petawawa Ont:* Canadian Comstock Co Ltd, rewiring & relighting of drill hall, B-21. *Rockcliffe Ont:* F W Jackson & Sons Ltd, fire retardant coating within hangars 66, 67 & 68, RCAF Station; Art Gaudreau & Rene Robitaille, interior painting of 159 PMQs, RCAF Station. *Winnipeg Man:* Buhle Painting & Decorating Co Ltd, interior painting of 67 PMQs, Fort Osborne Barracks; Peter Boorberg, construction & installation of underground oil storage tanks. *Moose Jaw Sask:* J Beer Painting & Decorating, interior painting of 60 PMQs. *Calgary Alta:* J Mason & Sons Ltd, interior painting of 100 PMQs, Currie Barracks. *Penhold Alta:* Jericho Products Ltd, supply & installation of 141 metal windows, RCAF Station.

Department of Defence Production

Summerside P E I: Maritime Asphalt Products Ltd, tiling of floors in hospital, RCAF Station. *Cornwallis N S:* Fred T Cleveland, interior painting of drill hall section, Bldg No 4, with fire retardant paint, HMCS Cornwallis. *Dartmouth N S:* Foundation of Canada Co Ltd, fabrication of wood construction "Insulkrete" lined water tank for testing sonar equipment, HMCS Shearwater. *Saint John N B:* Acadia Marble, Tile & Terrazzo Ltd, *laying of tile & terrazzo at Armoury, Barrack Green. *Ipperwash Ont:* Bernardo Marble & Terrazzo & Tile Co Ltd, laying of floor tile in Bldgs 20, 26 & 31; Len J McCarthy, painting interior of five bldgs. *Uplands Ont:* Dominion Bridge Co Ltd, fabrication & erection of structural steel for extension to Hangar No 1. *Fort Churchill Man:* J Beer, interior painting of Bldg D-6. *Shilo Man:* Bill Bowen's Floor Covering Service, sanding floors & laying linoleum floor tile in 37 PMQs, Military Camp. *Lancaster Park Alta:* Bennett & White (Alberta) Ltd, construction of unit store in Bldg 236, No 7 Supply Depot, RCAF Station, Namao. *Belmont Park B C:* C D Johnston, painting interiors of 25 PMQs. *Esquimalt B C:* Old Country Decorators Ltd, repainting interior & exterior of Bldg No 14, HMC Dockyard; Victoria Paving Co Ltd, paving access roads to storage areas, Munro Head. *Sea Island B C:* Permasteel Engineering Ltd, supply & erection of steel bldg. *Vancouver B C:* Continental Painters & Decorators, repainting of first floor of Bldg No 104, South Jericho.

Department of Fisheries

Alberton P E I: Alberton Industries, *construction of wooden patrol boat for service in Maritimes. *Vancouver B C:* Bel-Aire Shipyard Ltd, *construction of patrol vessel.

Department of Justice

Dorchester N B: Richard & B A Ryan (1958) Ltd, construction of Industrial Shops Bldg C-18, Dorchester Penitentiary; Richard & B A Ryan (1958) Ltd, construction of slaughter house bldg No 57, Dorchester Penitentiary. *St Vincent de Paul Que:* Leonard J Weber Construction Co, construction of Industrial Shops Bldg C-23, St Vincent de Paul Penitentiary. *Joyceville Ont:* Konvey Construction Co Ltd, construction of shops bldg No 6, Joyceville Institution.

Department of Mines and Technical Surveys

Halifax N S: Purdy Bros Ltd, *annual refit of CGS *Baffin*; Dominion Steel & Coal Corporation Ltd, *annual refit of CGS *Kapuskasing*. *Lunenburg N S:* Smith & Rhuland Ltd, *construction of nine echo sounding launches. *Pictou N S:* Ferguson Industries Ltd, *annual refit of CGS *Acadia*; Ferguson Industries Ltd, *annual refit of CGS *Cartier*. *Victoria B C:* Yarrows Ltd, *annual refit of CGS *William J Stewart*; Victoria Machinery Depot Co Ltd, *electrical re-wiring of CGS *William J Stewart*.

National Harbours Board

Montreal Que: Foresteel Products Ltd, modification to marine towers, Elevator No 3; Foresteel Products Ltd, modifications to Marine Towers, Elevator B-1. *Vancouver B C:* Metro Construction Co Ltd, construction of seine shed, False Creek Fishermen's Terminal.

Department of Public Works

Glenwood Nfld: H C Sims Ltd, construction of post office bldg. *St John's Nfld:* T C Gorman (Nova Scotia) Ltd, harbour improvements, North Shore. *Milligan's Shore P E I:* Edmond A Arsenault, construction of wharf. *Port Hill P E I:* Edmond Arsenault, wharf repairs. *Skinner's Pond P E I:* Harold N Price, extension of West pier. *Barrachois N S:* Stanley Reid, wharf construction. *Bayfield N S:* R A Douglas Ltd, wharf repairs. *Bear Point N S:* Kenney Construction Co Ltd, improvements to wharf. *Church Point N S:* Mosher & Rawding Ltd, construction of rock mound groyne. *Dartmouth N S:* Atlas Construction Co Ltd, construction of office & laboratory bldg & depot & stores bldg, Oceanographic-Hydrographic Research Station. *L'Archeveque N S:* Albert MacDonald, breakwater repairs. *Louisburg N S:* Maritime Builders Ltd, wharf repairs. *Mabou N S:* Stephens Construction Ltd, construction of post office bldg. *Pictou N S:* MacDougall Construction Co Ltd, construction of warehouse. *Poirierville N S:* Charles L Wisen, wharf repairs. *Whitney Pier N S:* Maritime Builders Ltd, construction of post office bldg. *Bath N B:* Clumac Construction Ltd, construction of post office bldg. *Curry's Cove N B:* J W McMulin & Son Ltd, wharf improvements. *Fredericton N B:* Atlas Construction Co Ltd, construction of headerhouse with semi-laboratories & connecting tunnel to existing laboratory bldg. *Moncton N B:* Ellis-Don Ltd, alterations & addition to federal bldg. *Berthier Island Que:* George Turnbull, painting steelwork of three bridges. *Calumet Que:* Sinclair Supply Co Ltd, construction of post office bldg. *Cap de la Madeleine (Ste Marthe) Que:* Allmo Paving Ltd, repairs to retaining wall. *Champlain Que:* Marautier Construction Inc, repairs to protection works. *Contrecoeur Que:* Welco Construction Inc, repairs to retaining walls. *Lanoriae Que:* Gregoire Perrault Inc, construction of post office bldg. *Montreal Que:* E G M Cape & Co (1956) Ltd, supply & installation of postal counters, marble dadoes, mail chutes, fittings & equipment, etc, Place d'Armes Postal Station; Berwil Boiler & Steel Works Ltd, repairs to boiler No 2, Customs Examining Warehouse; Beaver Master Services Ltd, interior cleaning of UIC Bldg, St Urbain St; Foster Wheeler Ltd, supply & installation of boilers, Queen Mary Veterans' Hospital. *Newport Point Que:* Eugene Beaulieu, harbour improvements. *Normetal Que:* Francois Michaud, construction of post office bldg. *Rimouski Que:* Adrien Berube, construction of concrete foundations for shed. *Robertsonville Que:* Conrad Lessard Ltd, construction of post office bldg. *Rosemount Que:* Giard Construction Co Ltd, addition & alterations, etc, Postal Station. *Ste Anne de la Perude Que:* Alban Trudel Enr, construction of post office bldg. *St Lambert Que:* Georges Bowman, electrical alterations, federal bldg. *St Leonard d'Aston Que:* Jacques Montplaisir Inc, construction of post office bldg. *St Michel des Saints Que:* Reginald

St Georges, construction of post office bldg. *St Pie de Bagot Que*: Gaeton Ducharme, construction of post office bldg. *Sept Iles Que*: Les Carrieres Sept Iles Inc, construction of stone mound & fill. *Shawbridge Que*: S Schulz Inc, construction of post office bldg. *Amherstburg Ont*: McQueen Marine Ltd, construction of retaining wall. *Armstrong Ont*: Hakala Construction, construction of post office bldg. *Balmertown Ont*: A K Penner & Sons Ltd, construction of post office bldg. *Boyd's Bay Ont*: B & J Fawcett, wharf replacement. *Cedar Point Ont*: Stellar Contracting Co, wharf repairs & breakwater. *Copper Cliff Ont*: Roman Builders & Contractors, alterations & repairs to post office. *Fort Frances Ont*: Stead & Lindstrom Ltd, construction of dormitory, chapel, 3 classroom school & gymnasium, Fort Frances Indian Agency. *Hamilton Ont*: Beatty-Hall Construction Co Ltd, alterations to UIC accommodation, Cornell Bldg. *Ignace Ont*: A K Penner & Sons Ltd, construction of post office bldg. *Kingston Ont*: G Splinter & Sons, construction of RCMP detachment quarters. *Kingsville Ont*: Dear Construction Co Ltd, repairs to west pier. *Little Current Ont*: Carrington Construction Co Ltd, wharf repairs. *Manitowaning Ont*: P M Lechlitzer, wharf repairs. *Moose Factory Ont*: Pulsifer Construction Ltd, repair of fire damage, Medical Superintendent's residence. *Ottawa Ont*: Beaudoin Construction Ltd, installation of cafeteria facilities, Surveys & Mapping Bldg, 601 Booth St; A Lanctot Construction Co Ltd, addition to & other related work at 554 & 568 Booth St; A Bruce Benson Ltd, alterations & repairs, Vimy Bldg, 370 Sparks St; Presley Painting & Decorating Co Ltd, interior redecoration of Confederation Bldg; A Lanctot Construction Co Ltd, addition, alterations & test pit, Mines & Technical Surveys Bldg, 554 Booth St for Dept of Mines & Technical Surveys; Roger Lafleur, repairs to ornamental ironwork, East Block, Parliament Hill; Unicrete Construction Ltd, erection of control house & supply & installation of racks & fences for outdoor exposure area, Riverside Drive Development. *Owen Sound Ont*: Looby Construction Ltd, construction of retaining wall; Ruliff Grass Construction Co Ltd, waling replacement (stage 3). *Penetanguishene Ont*: Norman R Polmateer, alterations to postal department at federal bldg. *Plantagenet Ont*: Armand Simard, construction of post office bldg. *Port Dover Ont*: Ruliff Grass Construction Co Ltd, repairs to pier. *Rockport Ont*: Fort Construction & Equipment Ltd, construction of wharf. *Russell Ont*: Paul Daoust Construction Ltd, construction of post office bldg. *Seeley's Bay Ont*: Fort Construction & Equipment Ltd, construction of wharf. *Westport Ont*: Robert D Mackay Construction Co Ltd, wharf construction. *Wiarton Ont*: McNamara Marine Ltd, wharf reconstruction. *Lundar Man*: Steinbach Lumber Yards Ltd, construction of post office bldg. *Winnipeg Man*: Henry J Funk, installation of stairway & alterations, Customs Examining Warehouse. *Prince Albert Sask*: Auramenko Painting & Decorating, interior painting of federal bldg. *Turtleford Sask*: Hans Peter Friedrich, construction of post office bldg. *Devon Alta*: New West Construction Co Ltd, construction of post office bldg. *Hylie Alta*: Universal Construction Co Ltd, construction of post office bldg. *Milk River Alta*: Bird Construction Co Ltd, construction of post office bldg. *Strathmore Alta*: Manczasz Bridge Construction, construction of post office bldg. *Campbell River B C*: Wakeman & Trimble Contractors Ltd, breakwater extension. *Invermere B C*: Universal Construction Co Ltd, construction of post office bldg. *Kanaka Creek B C*: Pacific Pile-driving Co Ltd, construction of fishermen's landing. *Kingsgate B C*: Adolph Construction Co, alterations & repairs to canopies, Customs & Immigration Bldg. *Lyall Harbour B C*: Fraser River Piledriving Co Ltd, wharf repairs. *Marysville B C*: Fabro Building & Supply Co Ltd, construction of post office bldg. *Montague Harbour B C*: Pacific Piledriving Co Ltd, construction of small boat landing. *New Brighton B C*: Quadra Construction Co Ltd, wharf repairs. *New Westminster B C*: Premat Construction Ltd, construction of concrete retaining wall & drainage lines. *Port Kells B C*: Frank Philip Moberg, construction of post office bldg. *Union Bay B C*: Quadra Construction Co Ltd, approach & float renewal. *Valemount B C*: Crawley & Mohr Ltd, construction of post office bldg. *Vancouver B C*: Eysford-Anderson Construction Co Ltd, alterations to ground floor & basement, Indian Health Services Bldg, 4824 Fraser St. *Westview B C*: Pacific Piledriving Co Ltd, construction of boat harbour. *Chesterfield Inlet N W T*: Black, Sivalls & Bryson Ltd, installation of oil tank. *Enterprise N W T*: B G Linton Construction Ltd, clearing right-of-way, Mackenzie Highway, Mile 25 to Mile 51. *Fort McPherson N W T*: Hillas Electric Co Ltd, supply & installation of electrical system for various bldgs; Albert E Smith, supply & installation of plumbing & oil feeder line systems for various bldgs. *Inuvik N W T*: Progress Electric Ltd, electrical work; Alberta Mechanical Contractors Ltd, mechanical & refrigeration work.

Contracts Containing the General Fair Wages Clause

St John's Nfld: E F Barnes Ltd, repairs afloat to Dredge No 400; Canadian National Railways (Newfoundland) Dockyard, repairs in Drydock to Dredge No 400; E Miller, alterations to Gas Plant Bldg. *Charlottetown P E I:* Ferguson Industries Ltd, repairs & renewals, Dredge No 20; Charlottetown Marine Industries Ltd, repairs & renewals, Dredge No 2. *Andover N B:* Ernest Lewis, interior painting, etc, Customs & Immigration Bldg. *Clair N B:* Tom M Picard, interior painting, etc, Customs & Immigration Bldg. *Saint John N B:* Canadian Johns Manville Ltd, installation of acoustic tile, Customs Bldg; Eastern Painting Contractor, interior painting, etc, Sadim Bldg; Ferguson Industries Ltd, repairs to Tug *Canso*. *Asbestos Que:* Frechette & Fils, general repairs to federal bldg. *Bagotville Que:* J A Simard, general repairs to federal bldg. *Cantic Que:* Walter Keddy & Sons Ltd, construction of bus shelter, Customs & Immigration Bldg. *Causapscal Que:* Pierre Durette, interior repainting, federal bldg. *East Angus Que:* W Pinard, interior repainting & repairs, federal bldg. *Gaspe Que:* Nazaire Nathurin, interior repainting & glazing, federal bldg. *La Malbaie Que:* Andre Dallaire, general repairs to federal bldg. *Magog Que:* Yvon Giguere, replacement of furnace, federal bldg. *Quebec Que:* Antonio Lortie, interior repainting, UIC Bldg. *St Raymond Que:* Roger Beaupre, general repairs to federal bldg. *St Sauveur Que:* Wm Leroux, interior painting, federal bldg. *Sherbrooke Que:* Romeo Paquet, interior painting & repairs, UIC Bldg. *Three Rivers Que:* Rene Levasseur, general alterations to federal bldg. *Fort William Ont:* Klomp Construction, alterations to Customs Bldg. *Hamilton Ont:* John Kenyon, interior painting, public bldg. *Kapuskasing Ont:* Geo C Bilbrough, interior painting, federal bldg. *Ottawa Ont:* F J Shouldice Co Ltd, enlarging dark room, Observatory, CEF; Rene Cleroux, installation of heaters, Monitor Bldg, CEF; Ottawa Mechanical Services Ltd, repairs to waterpipe system, CEF; H G Francis & Sons, supply & installation of sinks, Neatby Bldg, CEF; Evans & Bellman Co, ventilation repairs to Seminary Bldg, RCMP Headquarters; Arnold Construction, general alterations to Royal Canadian Mint; J R Statham Construction Ltd, general alterations to Carswell Bldg; A Bruce Benson Ltd, supply & installation of partitions, No 1 Temporary Bldg; Roger E Boivin, redecorating 104 rooms, No 1 Temporary Bldg; M Sullivan & Sons Ltd, alterations to No 6 Temporary Bldg; J L Dugal & Son, redecoration of No 9 Temporary Bldg; Andrews Bros Construction (Ottawa) Ltd, general alterations to Birks Bldg; Irving-Harding Ltd, roof repairs, East Block, Parliament Bldgs; Proulx Electric, lighting repairs, East Block, Parliament Bldgs; McTeer Agencies Reg'd, supply & installation of partitions, Justice Bldg; J L Dugal & Son, redecoration of East Block, Parliament Bldgs; D W Hayworth Ltd, supply & installation of smoke density indicators, various bldgs; A Bruce Benson Ltd, general alterations to Norlite Bldg; Wm Morgan & Son, general alterations to Plouffe Park Bldg; L Beaudoin Construction Ltd, general alterations & painting, Woods-Canadian Bldg; Ottawa Iron Works Ltd, general repairs to Postal Terminal "A" Bldg; Bun Wiseman, alterations to Kent-Albert Bldg. *Winnipeg Man:* Building Mechanics Ltd, lunchroom alterations to Postal Station 'D'. *Rosetown Sask:* McCulloch Bros, renovations to federal bldg; Jack Knorr, interior painting, federal bldg. *Wadena Sask:* J Kuczerpa, screenline renovations, federal bldg. *Yorkton Sask:* Becker's Construction & Millwork, construction of strong room, federal bldg. *Douglas B C:* Andreas B Haavik, general alterations, Customs & Immigration Bldg; Harwood Roofing Ltd, roof repairs, Customs & Immigration Bldg. *Fraser River-Nicomen Slough B C:* Marine Pipeline & Dredging Ltd, dredging. *Kitimat B C:* Goddard Construction & Engineering Ltd, interior painting, Crown-owned residences. *New Westminster B C:* John Manly Ltd, construction & delivery of dump scow. *Squamish B C:* Centennial Dredging & Sand Ltd, dredging. *Vancouver B C:* Osborne Shipyard Ltd, construction of fibre glass survey launch.

St. Lawrence Seaway Authority

Iroquois Ont: R H Casselman, drilling of well, Iroquois Lock. *St Catherines Ont:* Aiken & MacLachlan Ltd, modification of culverts & ports, Locks 3 & 7, Welland Canal, Western District; Dominion Bridge Co Ltd, modification of bridges Nos 5, 10, 13 & 14 for diesel standby power, Welland Canal, Western District.

Department of Transport

Gander Nfld: McNamara Construction of Newfoundland Ltd, recapping & surface treatment of portions of runway 14-32, Airport. *Halifax N S:* Graeme A Stuart, construction of water supply pumphouse & associated work, International Airport. *Dorval Que:* John Caron Construction Inc, construction of instrument landing system & related works,

(Continued on page 289)

PRICES AND THE COST OF LIVING

Consumer Price Index, February 1961

The consumer price index (1949=100) declined 0.2 per cent from 129.2 to 128.9 between January and February 1961.* A year ago the index was 127.2.

The decrease resulted entirely from a drop of 0.8 per cent in the food index. The other four component indexes were unchanged.

Lower prices for citrus fruits, fresh tomatoes, eggs, lettuce and beef outweighed price increases for other meats, apples and some fresh vegetables and the food index moved from 124.4 to 123.4.

The shelter index was unchanged at 144.7, with the rent component continuing at the January level while minor price changes within the home-ownership component were offsetting.

The clothing index remained at 111.6 as price increases in women's wear were offset by lower prices for men's and children's wear, and footwear.

Higher prices for fuel and textiles balanced lower prices for furniture, floor coverings, some utensils and household sup-

plies and the household operation index was unchanged at 123.3.

The other commodities and services index, unchanged at 138.3, reflected price increases for transportation, recreation, and tobacco, which were offset by lower prices for pharmaceuticals and personal care items.

Group indexes one year earlier (February 1960) were: food 120.8, shelter 142.9, clothing 109.8, household operation 123.2, and other commodities and services 137.0.

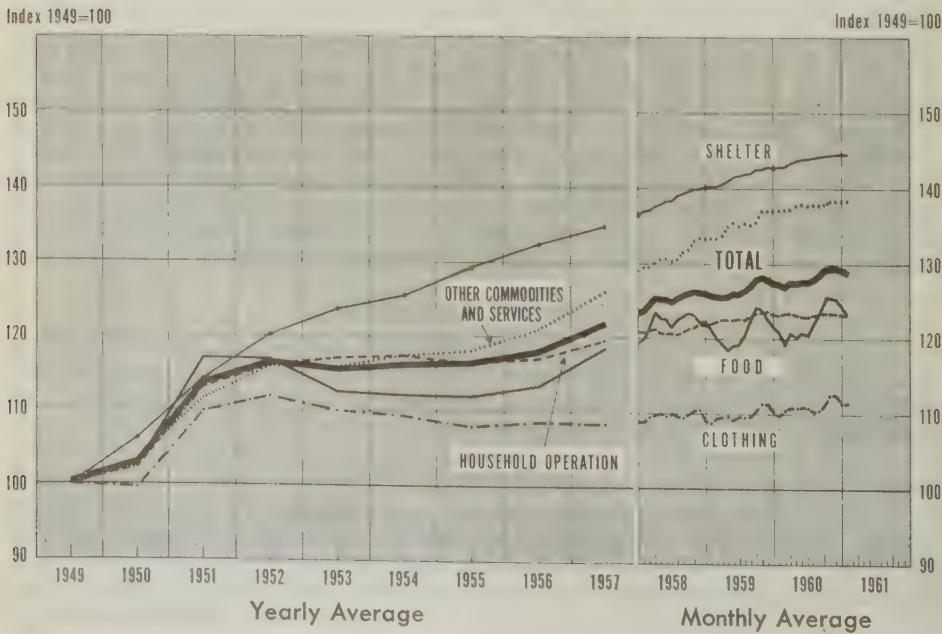
As previously announced, a revision of the consumer price index is being completed to bring the items included in the index, and their relative importance, in line with more current family purchases as reported in the family expenditure survey of 1957. Publication of the index on the revised basis will begin with the March 1961 index, which will appear in the April LABOUR GAZETTE. The index will continue on the time base 1949=100.

City Consumer Price Indexes, January 1961

Consumer price indexes (1949=100) declined in all ten regional cities between December 1960 and January 1961, the

*See Table F-1 at back of book.

CONSUMER PRICE INDEX



decreases ranging from 0.1 per cent in St. John's to 0.5 per cent in Toronto.[†]

Food indexes declined in all but one of the ten regional cities; the decreases ranged from 0.2 per cent in Montreal to 1.3 per cent in Toronto. The St. John's food index increased a fractional 0.1 per cent.

Shelter indexes were unchanged in six of the ten cities, up in three cities and down in the remaining city. Clothing indexes declined in eight of the ten regional cities and were unchanged in the other two. Household operation indexes were down in seven regional cities, unchanged in two and up fractionally in the remaining city. Other commodities and services indexes declined in six cities and were unchanged in the remaining four.

Regional consumer price index point changes between December and January were as follows: Toronto —0.6 to 131.2; Halifax —0.5 to 127.9; Winnipeg —0.5 to 127.3; Ottawa —0.4 to 129.7; Vancouver —0.4 to 130.3; Saint John —0.3 to 130.0; Montreal —0.3 to 129.4; Saskatoon-Regina

—0.3 to 125.1; Edmonton-Calgary —0.2 to 125.1; St. John's —0.1 to 116.2*.

U.S. Consumer Price Index, January 1961

The United States consumer price index (1947-49=100) declined slightly between mid-December and mid-January. It was the first drop since January 1960.

At 127.4, however, it was still two full points (1.6 per cent) higher than the index one year earlier. The mid-December 1960 index was 127.5.

Every group index except one declined or remained unchanged in the month. The exception was medical care, which increased 0.3 per cent. The drop in the total index was attributed to declines in apparel, food and automobiles.

U.K. Index of Retail Prices, December 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose from 111.9 to 112.2 between mid-November and mid-December 1960. The index for December 1959 was 110.2.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 149

Annual Reports

1. CALIFORNIA. DEPARTMENT OF INDUSTRIAL RELATIONS. DIVISION OF LABOR STATISTICS AND RESEARCH. *Union Labor in California, 1959; a Report on Union Membership, Night-Shift Premium Pay Provisions in Union Agreements*. San Francisco, 1960. Pp. 35.

2. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Nineteenth Annual Report, Fiscal Year ending March 31, 1960*. Ottawa, Queen's Printer, 1960. Pp. 50.

3. GREAT BRITAIN. MINISTRY OF LABOUR. *Time Rates of Wages and Hours of Work, 1st April, 1960*. London, HMSO, 1960. Pp. 301.

4. NEW YORK (STATE). WORKMEN'S COMPENSATION BOARD. *Summary of Board Activities, 1959*. [Albany, 1960] Pp. 29.

5. QUEBEC (PROV.). DEPARTMENT OF LABOUR. *General Report on the Activities ... During the Financial Year ending March 31, 1960*. Quebec, Queen's Printer, 1960. Pp. 338.

6. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *WCOTP Annual Report including a Summary of the Proceedings of the Assembly of Delegates, Amsterdam, 1960*. Washington, 1960. Pp. 96.

Education, Vocational

7. AMERICAN VOCATIONAL ASSOCIATION. *Developing Educational Specifications for Vocational Practical Arts Facilities*. Washington, Distributed by the American Vocational Association, 1960. Pp. 48.

8. AMERICAN VOCATIONAL ASSOCIATION. *A Guide to improving Instruction in Industrial Arts; a Revision of Standards of Attainment in Industrial Arts and Improving Instruction in Industrial Arts*. Washington, 1953. Pp. 119.

9. AMERICAN VOCATIONAL ASSOCIATION. RESEARCH AND PUBLICATIONS COMMITTEE.

*See Table F-2 at back of book.

*On base June 1951=100.

Area Vocational Education Programs. Washington, 1959. Pp. 40.

10. CANADA. DEPARTMENT OF LABOUR. *Training Programs and Courses for Canadian Government Employees.* Ottawa, 1960. Pp. 140.

"This report on training programs and courses in federal government departments and agencies deals with the methods and procedures of providing organized or supervised training for persons employed in technical, industrial and clerical occupations at the supervisory and operational levels."

11. EUROPEAN PRODUCTIVITY AGENCY. *Accelerated Vocational Training for Unskilled and Semi-Skilled Manpower.* Project EPA 6/08. Paris, 1960. Pp. 492.

Contains a report on an international seminar on accelerated vocational training for unskilled and semi-skilled manpower, and individual country reports.

12. INGRAM, J. FRED. *What makes Education Vocational?* Washington, American Vocational Association, 1960. Pp. 9.

13. NETHERLANDS (KINGDOM, 1815-) MINISTRY OF SOCIAL AFFAIRS AND PUBLIC HEALTH. *Vocational Training for Adults in the Netherlands.* [The Hague, 1960?] Pp. 115.

14. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Teacher Competencies in Trade and Industrial Education based on Findings from the Study, Qualifications and Preparation of Trade and Industrial Teachers,* by John P. Walsh. Washington, GPO, 1960. Pp. 64.

Among other things, this study identifies and evaluates the knowledge, skills, and abilities necessary for teaching trades.

Industrial Relations

15. EDITORIAL RESEARCH REPORTS. *Labor, Management, and the National Interest,* by Helen B. Shaffer. Washington, 1960. Pp. 563-581.

Describes a number of joint labour-management conferences that have been held in the U.S. to discuss mutual problems.

16. LABOR-MANAGEMENT CONFERENCE, WEST VIRGINIA UNIVERSITY. 10TH, 1960. *Proceedings of the Tenth Annual Labour-Management Conference, April 21-22, 1960.* Arranged in co-operation with the College of Commerce, the College of Law [and] the Department of Political Science. Morgantown, Institute of Industrial Relations, West Virginia University, 1960. Pp. 105.

The proceedings include (1) an examination of certain issues in contention in collective bargaining; (2) a discussion of the Labor-Management Reporting and Disclosure Act of 1959; and (3) a simulated mediation session in which seven members of the U.S. Federal Mediation and Conciliation Service play the parts of union and company negotiators, and mediator. In this simulated dispute the points at issue were the union shop, automatic in-

creases to the top of rate ranges, additional holidays, subcontracting, and the method of selecting an arbitrator.

17. MICHIGAN. UNIVERSITY. BUREAU OF INDUSTRIAL RELATIONS. *Addresses on Industrial Relations. 1960 Series.* Ann Arbor, 1960. 1 volume (various pagings).

Some of the topics discussed include industrial relations, labour arbitration, executive compensation, fringe benefits, supervisor training, and businessmen's participation in politics.

Industry—Location

The following two surveys were prepared and published by the Industrial Development Branch of the Department of Industry and Development of Alberta in Education in 1960.

18. *Town of Edson.* Rev. 1960. Pp. 19.
19. *Village of Sedgewick.* Rev. 1960. Pp. 10.

Labour Laws and Legislation

20. FARMER, GUY. *Strikes, Picketing and Secondary Boycotts under the Landrum-Griffin Amendments.* New York, 1960. Pp. 43.

The author, an attorney specializing in labour law, served as chairman of the National Labor Relations Board from 1953 to 1955. He discusses the effect of the Labor-Management Reporting and Disclosure Act of 1959 on picketing and secondary boycotts and on strikes.

21. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Requirements for electing Union Officers as prescribed in Title IV and Related Provisions of the Labor-Management Reporting and Disclosure Act,* Washington, GPO, 1960. Pp. 57.

Under the provisions of the Labor-Management Reporting and Disclosure Act of 1959 "the maximum length of the terms of office of elected union officials has been fixed for various types of labor organizations; certain requirements for candidacy have been prescribed; minimum union election campaign standards have been established for local unions and for national and international unions; and rules for the conduct of elections have been enacted."

22. U.S. NATIONAL LABOR RELATIONS BOARD. *Summary of the Labor Management Relations Act, as amended through 1959. Taft-Hartley Act.* Washington, GPO. 1960. 1960. Pp. 24.

Labour Supply

23. CANADA. NATIONAL EMPLOYMENT SERVICE. *National Employment Service, geared to Canada's Employment Needs.* Ottawa, Queen's Printer, 1960. Pp. 32.

A brief description of the work done by the National Employment Service of Canada.

24. CONFERENCE ON TECHNIQUES FOR FORECASTING FUTURE REQUIREMENTS OF SCIENTIFIC AND TECHNICAL PERSONNEL, THE HAGUE, 1959. *Forecasting Manpower Needs*

for the Age of Science. Paris, Office for Scientific and Technical Personnel, Organization for European Economic Cooperation, 1960. Pp. 141.

Consists of seven talks and subsequent discussion on the two subjects, manpower forecasting and educational requirements in the field of science.

25. FORTIER, LAVAL. *Winter Employment.* Ottawa, Dept. of Labour, 1960. Pp. 3.

A Canada at Work broadcast.

The speaker, Chief Commissioner of the Unemployment Insurance Commission, talked about the winter employment campaigns.

26. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Manpower Problems. Hearings before the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate, Eighty-sixth Congress, Second Session, on Manpower Problems of the Sixties.* June 14 and 15, 1960. Washington, GPO, 1960. Pp. 117.

The Subcommittee on Employment and Manpower of the U.S. Senate Committee on Labor and Public Welfare heard various experts in their respective fields testify on the problems of development and utilization of manpower resources in the U.S., and also on the question of unemployment.

Labouring Classes

27. COMMITTEE OF EXPERTS ON THE INTERNATIONAL PROTECTION OF PERFORMERS, PRODUCERS OF PHONOGrams AND BROADCASTERS. *Record of the Committee... The Hague, 9th-20th May, 1960.* Geneva, International Labour Office, 1960. Pp. 20.

At head of title: International Labour Office. United Nations Educational, Scientific and Cultural Organization. International Union for the Protection of Literary and Artistic Works.

"Draft international convention concerning the protection of performers, producers of phonograms and broadcasters (text adopted by the Committee of Experts)": p. 5-9.

28. CROSSMAN, E. R. F. W. *Automation and Skill.* London, HMSO, 1960. Pp. 58.

Discusses three types of automation: continuous-flow production, program-machines, and centralized remote control. Also deals with maintenance work in automatic plants, working conditions, supervision, and personnel problems for management in an automatic plant.

29. INTERNATIONAL LABOUR OFFICE. *Labour Survey of North Africa.* Geneva, 1960. Pp. 473.

Partial Contents: Economic and Social Conditions. Manpower and Employment. Technical and Vocational Training. Freedom of Association and Industrial Relations. Wages and Wage Policy. Social Security. Co-operatives. Labour Administration and Inspection. Application of International Labour Standards.

30. MONTREAL. UNIVERSITY. DEPARTMENT OF INDUSTRIAL RELATIONS. *La discipline industrielle: essai de synthèse,* par Jacques Lucier. *Le système "Brown" en matière de discipline industrielle,* par Denis Germain. Montréal, 1960. Pp. 20.

31. MONTREAL. UNIVERSITY. DEPARTMENT OF INDUSTRIAL RELATIONS. *Le pluralisme de représentation ouvrière au niveau local,* par Louis-Marie Tremblay. Montréal, 1960. Pp. 24.

32. U.S. BUREAU OF LABOR STATISTICS. *Economic Forces in the U.S.A. in Facts and Figures; the United States, its People, its Labor Force, and its Economy.* 5th ed. Washington, GPO, 1960. P. 253.

33. U.S. BUREAU OF LABOR STATISTICS. *Summary of the Labor Situation in India.* Washington, 1956. Pp. 24.

Management

34. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Finding & Training Potential Executives.* Washington, c1960. Pp. 14.

"The study is limited to the subject of management activities aimed at locating, identifying, and developing those persons already with the company who have the capacity to become members of middle and top management." Based on data submitted to a survey by 92 executives.

35. STEWART, ROSEMARY. *Managers for Tomorrow.* London, HMSO, 1957. Pp. 40.

Based on a survey of 51 of the 65 privately owned companies in Britain that employ 10,000 or more people. The author concludes that to develop managers a company must "... realize and accept the importance of early selection and training, arrange for more organized talent spotting, pay more attention to inequality of opportunity, wherever it exists, recognize the problems of introducing and training graduates and note the lessons of other companies' experience, understand and try to lessen the frustration often felt by ambitious young men, give each individual varied experience and intellectual stimulus as part of his training, be more informative about promotion policy and the factors affecting promotion, and recognize and try to remove the cynicism felt about promotion by employees who have not much confidence in the management."

36. WOODWARD, JOAN. *Management and Technology.* London, HMSO, 1958. Pp. 40.

Describes a study of the organization of management in 100 firms in South Essex, England, between 1953 and 1957.

Older Workers

37. CANADA. DEPARTMENT OF LABOUR. INFORMATION BRANCH. *The Problem of the Older Worker.* Ottawa, 1960. Pp. 20.

"This reference manual is a compilation of factual material pertaining to the problem of the older worker. It is designed to provide information for the preparation of addresses, particularly those which may be given in connection with the showing of the film *Date of Birth.*"

38. U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE. *The White House Conference on Aging, January 9-12, 1961, Washington, D.C.; a Special Report.* Washington, GPO, 1960. Pp. 24.

A brief outline of the Agenda of the White House Conference on Aging.

Pensions

39. CANADA. DEPARTMENT OF LABOUR. INFORMATION BRANCH. *The Preservation of Pension Rights*. Ottawa, 1960. Pp. 9.

40. MAYNARD, JOHN C. *Portable Pensions*. [Ottawa, Dept. of Labour] 1959. Pp. 7. Paper delivered to the Institute of Public Administration of Canada, October 24, 1959.

41. ROMM, ELLIOT. *Pension Planning, a Data Book*. New York, American Management Association, c1960. Pp. 79.

An evaluation of 127 pension plans covering more than 1½ million employees. The study presents information on the following points for each plan: 1. Eligibility; 2. Employee contributions; 3. Benefit levels; 4. Vesting; 5. Supplemental plans; 6. Disability retirement; 7. Life insurance protection after retirement; 8. Revaluation; and, 9. Flexible and mandatory retirement policies.

Wages and Hours

42. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Compensating First Line Supervisors in Factory and Office*, by Nicholas L. A. Martucci. New York, c1960. Pp. 88.

Partial Contents: What is First-Line Supervisor? Base Pay Determination. Salary Adjustments. Incentive Compensation. [Ten] Company Incentive Compensation Plans. Responsibilities of a Supervisor—Thompson Ramo Wooldridge Inc.

43. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Severance Pay Patterns in Non-Manufacturing*, by Harland Fox. New York, 1960. Pp. 32.

"This study is concerned with those company benefit plans and practices that are specifically designed to tide an employee over while he is seeking new work." The study is based on a survey of severance pay practices in three major nonmanufacturing industries: gas and electric utilities, finance, and retail and wholesale trade.

44. U.S. BUREAU OF LABOR STATISTICS. *Composition of Payroll Hours in Manufacturing, 1958*. Washington, GPO, 1960. Pp. 33.

Payroll hours are defined here as hours paid for.

Women

45. UNITED NATIONS. SECRETARY-GENERAL, 1953- (HAMMARSKJOLD) *Equal Pay for Equal Work*. [By Secretary-General of the United Nations and the International Labour Organization] New York, United Nations, 1960. Pp. 65.

Partial Contents: What is "Equal Pay for Equal Work"? National Progress toward Equal Pay. International Progress toward Equal Pay.

46. U.S. CHILDREN'S BUREAU. *Children of Working Mothers*, by Elizabeth Herzog. Washington, GPO, 1960. Pp. 38.

Partial Contents: How many mothers work? Which mothers work? How much do they work? Why do mothers work? While mothers work: Who cares for the children, and where? Effects

on children and families. Helping working mothers to meet the needs of children and families.

47. U.S. WOMEN'S BUREAU. *Today's Women in Tomorrow's World; Report of a Conference commemorating the 40th Anniversary of the Women's Bureau, June 2 and 3, 1960*. Washington, GPO, 1960. Pp. 138.

48. U.S. WOMEN'S BUREAU. *What's New about Woman Workers? A Few Facts*. Rev. ed. Washington, GPO, 1960. Leaflet.

Youth—Employment

49. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Music*. London, HMSO, 1960. Pp. 32.

Outlines the opportunities for a musician in Great Britain and the qualities and qualifications he or she needs to be successful in the profession.

50. U.S. BUREAU OF LABOR STATISTICS. *School and Early Employment Experience of Youth, a Report on Seven Communities, 1952-57*. Washington, GPO, 1960. Pp. 89.

An examination of the employment history of more than 6,000 students in seven different parts of the U.S. who left school either as high school graduates or drop-outs. This bulletin provides answers for these questions: "What proportion [of the group] looked for jobs and what proportion found jobs? How long did it take, how did they go about the search, and what kinds of jobs did they get? How much did they earn? Did the graduates do better than the drop-outs? Was the impact of unemployment different on graduates and drop-outs? Why did the drop-outs leave school? Did success in school correlate with success on the job?"

51. U.S. BUREAU OF LABOR STANDARDS. *State Child-Labor Standards; a State-by-State Summary of Laws effecting the Employment of Minors under 18 Years of Age*. Rev. ed. Washington [GPO], 1960. Pp. 210.

Miscellaneous

52. CALDER, NIGEL. *What they read and why; the Use of Technical Literature in the Electrical and Electronics Industries*. London, HMSO, 1959. Pp. [24].

Describes the results of a survey of 1956 by the Social Survey Division of the Central Office of Information of Great Britain of the use of technical literature by more than 1,000 technologists in the electrical and electronics industries.

53. CANADA. BUREAU OF STATISTICS. *Industrial Research-Development Expenditures in Canada, 1957*. Ottawa, Queen's Printer, 1958. Pp. 31.

54. CANADA. DEPARTMENT OF LABOUR. CIVILIAN REHABILITATION BRANCH. *Rehabilitation in Canada*. Ottawa, Queen's Printer, 1960. Pp. 10.

A very brief survey of the Federal and Provincial rehabilitation program in Canada.

55. CANADIAN CONFERENCE ON SOCIAL WORK. 17TH, HALIFAX, 1960. *Minutes of the Business Meeting, Evaluation Report [and Five Addresses given to the Conference]* Ottawa [Canadian Welfare Council?] 1960. 2 parts.

56. CANADIAN TAX FOUNDATION. *Tax Appeals; a Study of the Tax Appeal Systems of Canada, the United States and the United Kingdom*, by Gwyneth McGregor. Toronto, 1960. Pp. 42.

Briefly reappraises the work of the Canadian Income Tax Appeal Board since its establishment in 1948. Discusses the tax appeals system administered by the Bureau of Internal Revenue in the U.S., and the system in the United Kingdom administered by the Commissioners of Internal Revenue.

57. DALE, ERNEST. *Planning and Developing the Company's Organization Structure*. New York, American Management Association, 1952. Pp. 232.

"It is proposed in this book to study the various strategic stages of growth in representative companies. At each stage a new factor of organization pertinent to that stage will be analyzed in isolation. It will then be related to previously noted factors in organization."

58. JAVITS, JACOB KOPPEL. *Discrimination—U.S.A.* New York, Harcourt, Brace, c1960. Pp. 310.

Senator Javits of New York discusses discrimination in employment, labour unions, public and private housing, the government, the courts, education, medical care, transportation, religion, public facilities, and recreation.

59. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Mergers and Markets; an Economic Analysis of Case Law*, by Betty Bock. New York, 1960. Pp. 143.

This study is primarily concerned with two questions: "...First, what economic factors enter into judicial findings that a merger or an acquisition may, or may not, substantially lessen competition or tend to monopoly under section 7 of the Clayton Act; and, second, what mergers and acquisitions have taken place during the past few years."

60. U.S. BUREAU OF LABOR STATISTICS. *Injuries and Accident Causes in Water-Supply Utilities*. Washington, GPO, 1960. Pp. 70.

61. U.S. OFFICE OF VOCATIONAL REHABILITATION. *The Placement Process in Vocational Rehabilitation Counseling. Compiled from Proceedings of Guidance, Training, and Placement Workshops*. Edited by Bruce Thomson and Albert M. Barrett. Washington, GPO, 1960. Pp. 104.

62. WARD, NORMAN. *The Canadian House of Commons: Representation*. Toronto, University of Toronto Press, 1950. Pp. 307.

Discusses: 1. the alteration of constituency boundaries after each decennial census; 2. membership in the House of Commons; and 3. the electoral machinery.

63. WOELFEL, B. LASALLE. *Guides for Profit Planning*. Washington, GPO, 1960. Pp. 52.

Discusses three basic guides for profit planning and control: the break-even point, the level of gross profit, and the rate of return on investment.

Labour Conditions in Government Contracts

(Continued from page 283)

Montreal Airport. *Anticosti Island, Natashquan Island, Seven Islands, Que & Shippegan Island N B*: The Wind Turbine Co of Canada Ltd, supply & erection of guyed antenna towers with umbrella loading. *Fort William Ont*: T A Jones Construction Ltd, construction of remote receiver site, Lakehead. *Red Lake Ont*: J E Bond Ltd, clearing, stumping & grubbing, NDB site, Airport. *Sault Ste Marie Ont*: B & B Cable Service Ltd, installation of airport lighting facilities. *Toronto Island Ont*: H J McFarland Construction Co Ltd, construction of paved runway & connecting taxiways. *Winnipeg Man*: McAllister Contracting Co Ltd, construction of Construction Branch field office & related work, International Airport. *Abbotsford B C*: Hassel Bros (1954) Ltd, clearing of runway approaches & related work. *Chrome Island B C*: J H Todd & Sons Ltd, construction of two single dwellings & fog alarm bldg & demolition of existing dwelling & fog alarm bldg. *Kamloops B C*: Caledonia Electric Ltd, installation of rotating beacon & related work. *Penticton B C*: Kenyon & Co Ltd, construction of ILS localizer bldg & related work, Airport. *Port Hardy B C*: Yaroshuk Bros Transport (BC) Ltd, clearing for control tower visibility, Airport. *Sandspit B C*: McGinnis Bros, construction VHF Omni Range bldg & related work. *Spring Island B C*: Leebuilt Construction Co, construction of fresh water lagoon, three double dwellings, etc & related work. *Victoria B C*: Yaroshuk Bros Transport (BC) Ltd, removal of concrete magazine stores, International Airport.

LABOUR STATISTICS

	PAGE
Tables A-1 to A-2—Labour Force.....	290
Table B-1—Labour Income.....	291
Tables C-1 to C-6—Employment, Hours and Earnings.....	292
Tables D-1 to D-6—Employment Service Statistics.....	298
Tables E-1 to E-4—Unemployment Insurance.....	308
Tables F-1 and F-2—Prices.....	310
Tables G-1 to G-4—Strikes and Lockouts.....	311

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 10, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,430	578	1,805	2,375	1,092	580
Men.....	4,711	431	1,346	1,692	809	433
Women.....	1,719	147	459	683	283	147
14—19 years.....	602	66	211	189	98	38
20—22 years.....	803	84	257	263	137	62
25—44 years.....	2,960	240	830	1,123	490	277
45—64 years.....	1,848	164	460	716	325	133
65 years and over.....	217	24	47	84	42	20
Employed.....	5,902	509	1,622	2,222	1,032	517
Men.....	4,246	367	1,186	1,560	755	378
Women.....	1,656	142	436	662	277	139
Agricultural.....	610	50	122	163	246	29
Non-Agricultural.....	5,292	459	1,500	2,059	786	488
Paid Workers.....	4,830	415	1,359	1,903	718	435
Men.....	3,325	288	958	1,297	473	309
Women.....	1,505	127	401	606	245	126
Unemployed.....	528	69	183	153	60	63
Men.....	465	64	160	132	54	55
Women.....	63	*	23	21	*	*
Persons Not in the Labour Force.....	5,463	618	1,569	1,808	941	527
Men.....	1,214	166	320	373	225	130
Women.....	4,249	452	1,249	1,435	716	397

*Less than 10,000.

TABLE A-2—UNEMPLOYED

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	December 1960	November 1960	December 1959
Total Unemployed.....	528	429	406
On temporary layoff up to 30 days.....	39	28	36
Without work and seeking work.....	489	401	370
Seeking full-time work.....	466	380	354
Seeking part-time work.....	23	21	16
Seeking under 1 month.....	158	127	132
Seeking 1-3 months.....	206	158	162
Seeking 4-6 months.....	72	62	41
Seeking more than 6 months.....	53	54	35

B—Labour Income**TABLE B-1—ESTIMATES OF LABOUR INCOME**

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ²
	Mining	Manufacturing	Trans- portation, Storage and Communi- cation ³	Forestry	Construction	Public Utilities	Trade	Finance Services (including Government)	Supple- mentary Labour Income	
1956—Total....	498	4,586	1,560	371	1,210	289	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1959—Dec.....	46.0	423.2	143.9	.....	.....	.....	.....	.....	.....	1,483.3
1960—Jan.....	46.1	426.2	141.8	.....	.....	.....	.....	.....	.....	1,462.4
Feb.....	46.7	426.3	142.8	73.5	291.8	78.1	635.1	1,220.0	220	1,465.0
March.....	46.7	428.7	140.0	.....	.....	.....	.....	.....	.....	1,469.8
April.....	44.5	430.7	146.1	.....	.....	.....	.....	.....	.....	1,494.1
May.....	45.1	437.3	149.3	72.0	363.4	81.2	657.0	1,273.6	226.9	1,537.4
June.....	46.7	443.3	152.4	.....	.....	.....	.....	.....	.....	1,590.2
July.....	46.3	435.3	155.0	.....	.....	.....	.....	.....	.....	1,578.9
August.....	46.7	437.9	154.4	88.5	446.7	84.7	663.5	1,282.7	232.9	1,592.3
Sept.....	46.9	442.0	153.2	.....	.....	.....	.....	.....	.....	1,620.7
Oct.....	45.7	437.5	151.2	.....	.....	.....	.....	.....	.....	1,599.8
Nov.....	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
Dec.†.....	44.3	422.6	144.7	.....	.....	.....	.....	.....	.....	1,529.4

¹Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.²Includes post office wages and salaries.³Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at December, 1960 employers in the principal non-agricultural industries reported a total employment of 2,699,026. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite			Manufacturing				
	Index Numbers (1949 = 100) ¹			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Payroll	Average Weekly Wages and Salaries		Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries	
			\$	\$				\$
Averages								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1959								
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.6	77.68
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48
May.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16
July.....	121.9	217.8	177.6	76.28	110.2	198.4	177.8	78.18
August.....	123.1	219.0	178.8	75.94	111.7	199.7	176.5	77.62
September.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
October.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
November*	119.7	214.5	177.9	76.43	108.1	197.2	180.0	79.16
December†	115.0	202.7	175.0	75.19	104.2	187.0	177.1	77.89

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings formerly expressed in cents carried to one decimal place, are now published in dollar and cents.

* Revised.

† Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES
AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1960	Oct. 1960	Nov. 1959	Nov. 1960	Oct. 1960	Nov. 1959
Provinces						
Newfoundland.....	140.3	148.4	133.7	69.24	70.44	63.65
Prince Edward Island.....	133.0	138.5	132.7	65.62	54.77	55.55
Nova Scotia.....	95.6	95.6	99.7	62.96	63.24	60.84
New Brunswick.....	108.7	106.5	104.8	62.26	62.33	60.44
Quebec.....	121.5	123.5	122.4	73.91	73.29	71.92
Ontario.....	119.9	120.6	122.3	79.35	79.69	76.78
Manitoba.....	111.8	114.3	113.2	71.88	72.48	70.59
Saskatchewan.....	127.0	131.3	129.4	72.98	73.72	70.42
Alberta (including Northwest Territories).....	150.8	155.0	155.1	78.20	79.50	76.43
British Columbia (including Yukon).....	111.9	115.3	117.3	83.68	84.23	81.70
Canada.....	119.8	121.5	121.8	76.43	76.60	74.23
Urban Areas						
St. John's.....	136.5	140.2	146.6	55.87	56.19	52.20
Sydney.....	90.4	90.4	94.7	73.88	76.91	75.40
Halifax.....	120.5	118.6	119.7	62.17	62.21	58.73
Moncton.....	108.1	104.6	109.8	57.70	59.62	56.80
Saint John.....	104.6	104.8	101.4	61.32	61.43	57.24
Chicoutimi-Jonquiere.....	110.2	115.9	113.3	65.43	63.65	88.93
Quebec.....	110.0	111.5	111.9	64.84	64.04	63.11
Sherbrooke.....	102.0	99.0	100.7	62.99	62.85	59.88
Shawinigan.....	103.7	105.7	104.1	84.85	83.02	82.31
Three Rivers.....	111.7	113.0	119.0	73.24	71.76	70.12
Drummondville.....	77.7	78.6	78.7	61.01	60.88	59.89
Montreal.....	125.2	125.8	126.9	75.63	75.01	73.34
Ottawa-Hull.....	126.4	126.5	127.9	71.51	71.82	68.42
Kingston.....	114.9	114.9	111.0	74.58	76.54	72.37
Peterborough.....	92.2	92.1	101.6	83.69	84.31	83.27
Oshawa.....	174.2	170.9	116.9	89.89	88.36	81.82
Toronto.....	132.3	131.9	134.4	79.43	79.83	76.73
Hamilton.....	109.4	111.1	113.8	84.30	85.13	82.15
St. Catharines.....	109.6	109.2	107.5	86.40	85.84	83.14
Niagara Falls.....	95.4	101.4	98.8	80.80	78.92	78.50
Brantford.....	79.8	80.4	88.4	72.93	72.70	69.86
Guelph.....	119.3	121.7	128.7	70.98	70.16	69.61
Galt.....	112.9	116.1	115.6	69.63	69.31	66.43
Kitchener.....	122.4	124.5	124.7	72.81	73.30	70.08
Sudbury.....	149.7	148.7	142.3	89.14	89.58	87.23
Timmins.....	93.5	94.5	93.9	70.54	68.65	68.53
London.....	123.9	126.5	126.8	73.10	73.23	70.14
Sarnia.....	122.3	125.1	126.0	99.58	100.31	98.00
Windsor.....	74.5	75.4	78.1	84.20	85.04	80.01
Sault Ste. Marie.....	142.5	146.2	155.5	98.31	96.85	94.81
Ft. William-Pt. Arthur.....	112.1	115.0	108.3	80.83	81.47	76.26
Winnipeg.....	112.8	114.4	113.7	68.91	69.40	67.49
Regina.....	133.9	134.8	134.4	70.71	71.44	67.48
Saskatoon.....	140.0	144.4	140.0	68.34	69.33	66.42
Edmonton.....	187.1	189.1	189.3	72.60	74.32	71.52
Calgary.....	170.9	174.1	173.6	74.23	74.73	71.82
Vancouver.....	110.8	112.4	118.2	81.83	82.02	80.10
Victoria.....	109.1	109.7	112.8	74.21	75.33	71.59

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information of other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1960	Oct. 1960	Nov. 1959	Nov. 1960	Oct. 1960	Nov. 1959
Mining				\$	\$	\$
Metal mining	118.2	120.0	123.7	94.48	93.90	93.24
Gold	132.8	135.1	140.8	97.00	95.17	95.10
Other metal	72.1	72.8	73.4	78.89	76.33	75.48
Fuels	189.5	193.1	203.5	103.42	101.80	101.69
Coal	89.9	88.9	96.3	92.62	95.67	98.18
Oil and natural gas	48.5	48.2	52.1	68.83	74.59	74.76
Non-metal	268.4	263.8	286.5	111.12	112.28	107.61
	134.5	142.6	126.6	86.89	85.25	84.04
Manufacturing	108.2	109.6	110.6	79.14	78.95	76.86
Durable goods	109.1	110.5	114.4	85.49	85.25	82.79
Non-durable goods	107.5	108.9	107.4	73.73	73.60	71.53
Food and beverages	115.2	119.7	115.9	69.29	68.63	68.23
Meat products	137.2	140.0	144.4	77.94	77.94	77.80
Canned and preserved fruits and vegetables	114.8	127.8	110.6	56.44	54.91	53.87
Grain mill products	102.0	103.5	102.7	78.60	77.97	75.23
Bread and other bakery products	110.9	111.6	110.8	65.72	66.45	66.48
Distilled and malt liquors	104.6	106.6	107.6	94.88	94.68	89.97
Tobacco and tobacco products	110.8	80.0	94.2	69.52	77.88	71.17
Rubber products	98.7	102.4	106.0	80.36	80.58	80.81
Leather products	84.4	83.8	87.0	53.82	52.86	51.80
Boots and shoes (except rubber)	91.2	90.3	92.8	50.73	49.31	49.40
Textile products (except clothing)	77.2	77.7	77.0	63.48	63.12	62.07
Cotton yarn and broad woven goods	68.9	68.7	64.7	59.87	59.06	58.43
Woollen goods	63.0	65.5	63.9	59.76	59.68	58.32
Synthetic textiles and silk	82.5	84.0	84.7	70.04	69.35	68.88
Clothing (textile and fur)	89.7	91.9	90.9	48.92	49.94	47.63
Men's clothing	89.9	91.3	92.2	47.11	48.28	46.21
Women's clothing	94.3	99.7	91.2	49.23	50.81	48.07
Knit goods	76.8	76.6	78.9	50.28	50.39	48.32
Wood products	98.1	102.1	104.6	68.92	69.47	66.88
Saw and planing mills	97.3	102.0	104.7	71.01	71.73	68.67
Furniture	111.6	113.2	115.0	66.92	67.47	65.39
Other wood products	75.9	80.8	84.5	61.80	61.25	60.35
Paper products	121.4	125.5	123.7	94.31	93.56	89.91
Pulp and paper mills	125.7	126.4	124.2	102.49	101.07	96.92
Other paper products	121.4	123.2	122.6	74.40	75.43	72.19
Printing, publishing and allied industries	124.8	125.1	124.3	85.58	85.43	83.35
Iron and steel products	102.9	103.0	111.7	89.63	89.66	87.70
Agricultural implements	60.0	56.9	78.3	90.73	90.14	86.36
Fabricated and structural steel	160.5	147.6	156.4	91.12	86.87	87.46
Hardware and tools	98.3	98.3	102.1	80.27	79.82	79.29
Heating and cooking appliances	92.9	97.5	110.0	76.57	78.50	75.90
Iron castings	90.4	89.4	100.7	85.87	85.12	83.81
Machinery, industrial	111.6	112.9	119.1	87.13	86.85	84.40
Primary iron and steel	114.6	116.5	126.3	103.00	103.96	100.83
Sheet metal products	108.5	110.6	111.2	86.88	87.78	84.90
Wire and wire products	110.8	113.4	118.8	88.01	88.79	90.92
Transportation equipment	103.5	103.3	101.1	90.17	89.39	86.49
Aircraft and parts	252.2	248.5	246.7	95.92	94.86	92.50
Motor vehicles	100.8	100.0	88.3	101.42	99.56	94.07
Motor vehicles parts and accessories	89.6	100.2	86.6	87.11	85.76	83.11
Railroad and rolling stock equipment	57.4	58.7	67.0	79.03	80.77	80.08
Shipbuilding and repairing	118.0	117.1	119.1	81.22	80.48	80.32
Non ferrous metal products	126.9	129.6	128.0	90.88	90.86	87.88
Aluminum products	146.8	147.0	147.8	88.01	88.19	83.28
Brass and copper products	100.8	102.6	109.0	85.96	84.77	80.45
Smelting and refining	145.7	150.6	143.9	98.69	98.60	96.95
Electrical apparatus and supplies	129.1	131.3	130.9	86.13	85.54	82.60
Heavy electrical machinery	100.0	102.1	113.8	93.05	92.91	89.44
Telecommunication equipment	213.3	215.0	215.5	86.11	84.49	79.12
Non metallic mineral products	137.6	141.5	141.3	82.93	83.11	79.54
Clay products	84.9	86.4	102.3	75.44	76.73	76.54
Glass and glass products	152.1	152.5	150.8	79.38	79.24	75.76
Products of petroleum and coal	137.1	138.0	134.7	116.35	117.80	113.74
Petroleum refining	140.4	141.1	137.0	116.94	118.70	114.56
Chemical products	129.6	131.7	131.2	92.45	91.85	88.07
Medicinal and pharmaceutical preparations	116.5	116.6	120.6	81.16	81.52	77.14
Acids, alkalis and salts	154.6	156.8	149.9	105.02	103.09	99.77
Miscellaneous manufacturing industries	134.7	134.9	129.6	70.46	70.92	68.40
Construction	129.8	139.1	133.5	81.78	82.86	78.24
Building and general engineering	125.8	135.5	134.0	90.12	90.70	84.84
Highways, bridges and streets	136.4	145.0	132.7	69.13	70.82	67.39
Electric and motor transportation	133.6	134.8	128.2	81.17	81.54	78.95
Service	141.3	143.7	139.7	54.15	53.99	51.44
Hotels and restaurants	125.8	129.0	126.6	42.19	41.73	40.72
Laundries and dry cleaning plants	113.8	115.4	112.5	47.28	47.63	45.17
Industrial composite	119.8	121.5	121.8	76.43	76.60	74.23

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	November 1960	October 1960	November 1959	November 1960	October 1960	November 1959
Newfoundland.....	38.5	38.5	39.5	1.74	1.68	1.62
Nova Scotia.....	40.5	40.5	40.3	1.58	1.57	1.52
New Brunswick.....	41.1	40.8	41.7	1.58	1.55	1.54
Quebec.....	41.6	41.5	42.0	1.61	1.61	1.56
Ontario.....	40.5	40.7	40.7	1.88	1.87	1.82
Manitoba.....	40.0	40.8	40.4	1.66	1.65	1.66
Saskatchewan.....	38.6	39.6	39.8	1.92	1.89	1.83
Alberta(1).....	39.5	40.2	40.2	1.91	1.91	1.84
British Columbia(2).....	37.8	38.0	38.0	2.22	2.20	2.13

(1) Includes Northwest Territories

(2) Includes Yukon Territory.

NOTE.—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics.)

Decisions of the Umpire

(Continued from page 277)

- (2) Opportunities of the claimant obtaining employment at the time of disqualification were practically nil.

Considerations and Conclusions: In reaching his decision to disqualify the claimant solely on the ground that he had failed to prove that he was available for work, the insurance officer must have considered that the said claimant had proved that he was capable of work, otherwise he would have dealt with the case under section 66 of the Act. Consequently, the only question which can be before me for decision is whether the claimant, in successively limiting his availability to "answering the telephone" (Exhibit 2), to work which would not entail "climbing stairs or exertion" (Exhibit 2), to employment as a taxi despatcher (Exhibit 6), to "very light, sedentary work" (Exhibit 6) and to a "job of parking lot attendant" (Exhibit 8), had restricted his availability to such an extent that he was not available for work within the meaning of the Act.

In several decisions, the Umpire has stated that a claimant's availability for work is a question of fact that should be considered in the light of his intention toward accepting suitable employment and to the prospects of his finding employment notwithstanding any restrictive conditions which he may have deliberately or not created.

In the present appeal, the record seems to indicate that the claimant was sincerely desirous of obtaining employment, and this I firmly believe.

As to the question of whether the claimant had reasonable prospects of finding employment on February 12, 1960, the date of his application for benefit, and subsequently, actually it should be decided chiefly in the light of the conditions of the labour market in Medicine Hat and Lethbridge. However, the information which has been supplied in that respect is too incomplete and too vague to be entirely relied upon.

Notwithstanding this, it would seem to me that the very restrictive nature of the claimant's circumstances was such as to have made it impossible for him to find work anywhere, on any labour market, as early as February 12, 1960 and certainly not earlier than at least March 8, 1960, when he actually applied for a job as a taxi despatcher after a doctor had certified that he was fit for light work.

As from this latter-mentioned date, I consider that the claimant has satisfactorily proved that he was available for work and I so decide.

But for the aforementioned modification of the disqualification, I disallow the Brotherhood's appeal.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1960	Oct. 1960	Nov. 1959	Nov. 1960	Oct. 1960	Nov. 1959	Nov. 1960	Oct. 1960	Nov. 1959
Mining				\$	\$	\$	\$	\$	\$
Metal mining	no.	no.	no.	2.10	2.09	2.06	88.05	87.53	87.57
Gold	41.9	41.9	42.6	2.18	2.17	2.14	92.49	90.23	90.98
Other metals	42.5	41.6	42.6	2.28	2.36	2.32	99.80	97.68	98.50
Fuels	43.6	42.2	43.3	1.69	1.68	1.62	73.71	70.91	70.40
Coal	42.0	41.3	42.4	2.38	2.36	2.32	66.57	73.47	73.49
Oil and natural gas	38.0	41.3	42.0	1.75	1.78	1.75	82.12	81.28	81.28
Non-metal (d)	40.9	42.0	42.3	2.34	2.34	2.23	95.53	98.11	94.40
Manufacturing	49.6	49.7	49.9	1.79	1.78	1.74	72.80	72.66	71.08
Durable goods	40.9	41.0	41.2	1.95	1.94	1.89	79.77	79.57	77.62
Non-durable goods	40.4	40.5	40.7	1.65	1.64	1.60	66.62	66.54	64.95
Foods and beverages	40.4	40.4	40.8	1.57	1.56	1.54	63.67	63.11	62.67
Meat products	39.8	40.1	40.7	1.84	1.82	1.83	73.02	73.21	74.56
Canned and preserved fruits and vegetables	40.7	39.1	39.3	1.22	1.25	1.18	49.66	48.65	46.52
Grain mill products	43.0	42.7	42.0	1.74	1.73	1.68	74.90	73.81	70.64
Bread and other bakery products	41.7	41.8	42.1	1.45	1.46	1.42	60.49	61.29	59.65
Distilled liquors	39.8	41.7	40.3	2.01	2.00	1.86	79.99	83.65	74.91
Malt liquors	39.0	38.6	39.1	2.31	2.30	2.20	90.04	88.66	86.01
Tobacco and tobacco products	39.9	40.0	37.3	1.61	1.81	1.74	64.18	72.28	64.84
Rubber products	40.8	41.1	41.6	1.81	1.82	1.82	73.87	74.65	75.78
Leather Products	40.4	39.5	39.6	1.22	1.21	1.19	49.42	47.99	47.34
Boots and shoes (except rubber)	39.8	38.4	39.2	1.17	1.18	1.16	46.60	44.49	45.33
Other leather products	41.7	42.0	40.6	1.34	1.33	1.27	55.81	55.84	51.79
Textile products (except clothing)	42.2	42.2	43.1	1.35	1.34	1.30	57.03	56.65	55.93
Cotton yarn and broad woven goods	40.6	40.1	41.2	1.37	1.36	1.30	55.47	54.51	53.53
Woolen goods	43.3	43.3	44.1	1.26	1.28	1.22	54.78	54.61	53.65
Synthetic textiles and silk	43.7	43.3	44.7	1.43	1.43	1.39	62.47	61.81	62.27
Clothing (textile and fur)	38.0	38.8	38.3	1.15	1.15	1.12	43.60	44.84	42.80
Men's clothing	36.8	38.0	36.9	1.15	1.16	1.14	42.43	43.97	42.29
Women's clothing	36.2	37.2	36.5	1.21	1.22	1.16	43.63	45.36	42.36
Knit goods	41.8	42.0	42.1	1.09	1.08	1.04	45.40	45.54	43.87
*Wood products	41.2	41.5	41.6	1.59	1.59	1.54	65.37	66.05	64.10
Saw and planing mills	40.2	40.6	40.6	1.70	1.70	1.65	65.34	69.01	66.90
Furniture	42.9	43.5	43.5	1.45	1.46	1.40	62.32	63.36	61.11
Other wood products	42.3	41.6	42.4	1.33	1.34	1.32	56.33	55.99	55.96
Paper products	41.6	41.6	41.8	2.13	2.11	2.02	88.72	87.69	84.53
Pulp and paper mills	41.8	41.7	41.9	2.31	2.28	2.18	90.50	94.91	91.27
Other paper products	41.2	41.5	41.6	1.64	1.64	1.59	67.57	68.25	65.95
Printing, publishing and allied industries	39.1	39.2	39.6	2.17	2.16	2.10	84.61	84.65	83.35
*Iron and steel products	40.8	40.7	41.2	2.08	2.09	2.04	84.78	85.02	83.99
Agricultural implements	39.1	39.0	39.6	2.07	2.04	2.03	81.04	79.54	80.31
Fabricated and structural steel	41.7	38.2	40.4	2.06	2.07	1.99	86.03	79.29	80.31
Hardware and tools	41.8	41.5	42.1	1.77	1.77	1.77	73.97	73.37	74.69
Heating and cooking appliances	39.7	41.4	41.4	1.77	1.77	1.74	70.18	73.41	72.11
Iron castings	41.1	40.8	41.3	1.99	1.98	1.95	81.75	80.62	80.49
Machinery, industrial	41.5	41.4	41.7	1.96	1.96	1.92	81.15	81.28	79.87
Primary iron and steel	39.6	40.1	40.8	2.49	2.50	2.40	98.63	100.25	97.79
Sheet metal products	40.6	40.9	40.9	2.01	2.02	1.95	81.83	82.78	79.76
Wire and wire products	40.5	40.8	42.6	2.02	2.03	2.04	81.73	82.68	86.98
*Transportation equipment	40.6	40.5	40.2	2.07	2.05	1.99	84.09	82.96	80.01
Aircraft and parts	42.5	42.0	42.4	2.08	2.07	2.00	88.32	86.85	85.08
Motor vehicles	41.2	40.8	37.1	2.29	2.24	2.24	94.43	91.34	83.23
Motor vehicle parts and accessories	39.8	39.6	40.6	2.04	2.00	1.88	81.19	79.29	76.29
Railroad and rolling stock equipment	39.2	40.0	40.1	1.95	1.96	1.94	76.38	78.32	77.99
Shipbuilding and repairing	39.7	39.6	40.4	1.99	1.98	1.94	79.14	78.26	78.12
*Non ferrous metal products	40.8	40.9	41.2	2.09	2.09	2.00	85.29	85.70	82.26
Aluminum products	43.6	43.8	42.8	1.82	1.84	1.75	79.10	80.67	74.82
Brass and copper products	40.1	39.9	39.8	2.00	1.98	1.86	80.21	79.28	74.23
Smelting and refining	40.2	40.3	40.9	2.31	2.31	2.23	92.97	93.23	91.31
*Electrical apparatus and supplies	40.7	40.7	41.0	1.85	1.84	1.79	75.19	74.64	73.36
Heavy electrical machinery and equipment	40.5	40.4	40.5	2.04	2.05	1.99	82.69	82.72	80.62
Telecommunication equipment	40.8	40.8	40.4	1.72	1.68	1.61	70.30	68.60	65.20
Refrigerators, vacuum cleaners and appliances	39.9	40.2	40.0	1.90	1.88	1.79	75.84	75.62	71.38
Wire and cable	41.3	40.9	41.9	2.01	2.03	1.98	82.98	82.93	83.15
Miscellaneous electrical products	40.8	40.7	41.8	1.74	1.73	1.70	71.21	70.27	71.23
*Non-metallic mineral products	42.7	42.8	43.2	1.83	1.82	1.73	77.92	78.07	74.86
Clay products	42.0	42.9	43.7	1.64	1.64	1.64	68.83	70.31	71.76
Glass and glass products	41.0	40.7	42.2	1.83	1.84	1.68	75.03	74.71	70.90
Products of petroleum and coal	40.9	41.5	42.1	2.54	2.55	2.47	104.00	105.93	103.78
Chemical products	40.5	40.4	40.8	2.01	2.00	1.90	81.33	80.84	77.77
Medicinal and pharmaceutical preparations	39.6	39.8	40.3	1.54	1.53	1.46	60.81	60.91	58.63
Acids, alkalis and salts	40.9	40.2	41.2	2.32	2.31	2.21	94.84	92.79	91.05
Miscellaneous manufacturing industries	42.1	42.3	42.2	1.46	1.45	1.42	61.42	61.26	59.75
Construction	40.8	41.8	40.5	1.96	1.95	1.88	79.88	81.51	76.34
Building and general engineering	41.2	41.6	40.4	2.14	2.14	2.05	88.16	88.97	82.58
Highways, bridges and streets	40.2	42.2	40.8	1.62	1.62	1.58	65.10	68.28	64.29
Electric and motor transportation	43.2	43.4	44.3	1.86	1.85	1.77	80.14	80.43	78.49
Service	39.0	38.9	39.4	1.06	1.06	1.01	41.39	41.19	39.92
Hotels and restaurants	39.0	38.7	39.4	1.04	1.03	0.99	40.45	40.09	39.17
Laundries and dry cleaning plants	39.8	40.1	40.2	1.02	1.02	0.98	40.41	40.73	39.32

*Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED
WAGE EARNERS IN MANUFACTURING**

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949 = 100)	
	No.	\$	\$	Current Dollars	1949 Dollars
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1959 December.....	38.4*	1.78	68.48*	164.1	128.7
1960 January.....	40.7	1.77	71.89	172.2	135.4
February.....	40.4	1.77	71.49	171.3	135.0
March.....	40.5	1.78	71.94	172.4	135.2
April.....	40.5	1.79	72.37	173.4	136.1
May.....	40.1	1.79	71.69	171.8	134.6
June.....	40.4	1.79	72.19	173.0	135.6
July.....	40.6	1.77	72.01†	172.5	134.9
August.....	40.5	1.76	71.46	171.2	133.3
September.....	40.9	1.77	72.37	173.4	134.0
October.....	40.6	1.78	72.66	174.1	134.3
November*.....	40.6	1.79	72.82	174.5	134.6
December†.....	38.7	1.82	70.66	169.3	131.0

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS, page ii.

* December 1959 figures adjusted for the holidays are 40.8 hours and \$71.52.

† Revised.

‡ Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
February 1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
February 1, 1958.....	6,822	7,880	14,682	661,965	167,512	829,477
February 1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,063
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
August 1, 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
September 1, 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
October 1, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
November 1, 1960.....	11,994	10,866	22,810	281,484	124,255	405,739
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961(i).....	8,866	8,377	17,243	668,766	185,972	854,738

(i) Latest figures subject to revision.

* Current Vacancies only. Deferred vacancies are excluded.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT DECEMBER 30, 1960⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				Nov. 30, 1960	Dec. 31, 1959
Agriculture, Fishing, Trapping.....	129	51	180	—	64 — 47
Forestry.....	693	6	699	+	98 — 510
Mining, Quarrying and Oil Wells.....	334	34	368	+	11 — 124
Metal Mining.....	245	12	257	+	16 — 43
Fuels.....	61	11	72	+	3 — 37
Non-Metal Mining.....	6	2	8	—	2 + 2
Quarrying, Clay and Sand Pits.....	1	0	1	—	2 — 2
Prospecting.....	21	9	30	—	4 — 44
Manufacturing.....	1,750	1,053	2,803	—	294 — 819
Foods and Beverages.....	136	157	293	+	37 + 89
Tobacco and Tobacco Products.....	37	0	37	—	14 + 27
Rubber Products.....	13	5	18	—	15 — 31
Leather Products.....	57	72	129	+	23 — 10
Textile Products (except clothing).....	48	53	101	+	9 — 21
Clothing (textile and fur).....	43	308	351	+	163 — 184
Wood Products.....	173	32	205	+	37 — 80
Paper Products.....	90	36	126	—	188 + 26
Printing, Publishing and Allied Industries.....	77	58	135	—	54 — 40
Iron and Steel Products.....	245	59	304	—	21 — 256
Transportation Equipment.....	313	44	357	+	42 — 230
Non-Ferrous Metal Products.....	85	41	126	+	7 — 56
Electrical Apparatus and Supplies.....	169	60	229	—	1 — 50
Non-Metallic Mineral Products.....	27	17	44	—	16 — 38
Products of Petroleum and Coal.....	20	4	24	—	6 — 11
Chemical Products.....	139	55	194	+	25 + 4
Miscellaneous Manufacturing Industries.....	78	52	130	+	2 + 42
Construction.....	658	40	698	—	140 + 128
General Contractors.....	405	25	430	+	8 + 78
Special Trade Contractors.....	253	15	268	—	148 + 50
Transportation, Storage and Communication.....	430	112	542	+	3 — 77
Transportation.....	209	47	256	—	60 — 97
Storage.....	23	7	30	+	20 + 2
Communication.....	198	58	256	+	43 + 18
Public Utility Operation.....	21	18	39	—	30 — 37
Trade.....	1,236	1,004	2,240	—	975 + 20
Wholesale.....	458	271	729	—	24 + 7
Retail.....	778	733	1,511	—	951 + 13
Finance, Insurance and Real Estate.....	428	461	889	+	122 — 117
Service.....	4,816	5,473	10,289	—	7,139 + 1,224
Community or Public Service.....	251	1,479	1,730	—	49 + 117
Government Service.....	3,981	244	4,225	—	7,001 + 1,868
Recreation Service.....	39	40	79	+	22 + 13
Business Service.....	240	247	487	—	59 — 140
Personal Service.....	305	3,468	3,768	—	52 — 400
GRAND TOTAL.....	10,495	8,252	18,747	—	8,408 — 359

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT DECEMBER 29, 1960⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,338	1,145	2,483	8,699	1,948	10,647
Clerical Workers.....	1,551	1,847	3,398	19,500	48,062	67,562
Sales Workers.....	1,023	472	1,495	8,531	13,770	22,301
Personal and Domestic Service Workers.	448	3,762	4,210	41,167	28,392	69,559
Seamen.....	6	.....	6	5,410	79	5,489
Agriculture, Fishing, Forestry (Ex. log.)	122	4	126	7,592	1,034	8,626
Skilled and Semi-Skilled Workers.....	2,716	542	3,258	272,090	33,951	306,041
Food and kindred products (incl. tobacco).....	17	8	25	2,347	683	3,030
Textiles, clothing, etc.....	39	382	421	5,201	22,004	27,205
Lumber and lumber products.....	587	.....	587	29,414	201	29,615
Pulp, paper (incl. printing).....	32	8	40	1,581	671	2,252
Leather and leather products.....	29	50	79	2,003	2,000	4,003
Stone, clay and glass products.....	9	.....	9	1,171	88	1,259
Metalworking.....	329	4	333	29,100	1,246	30,346
Electrical.....	119	3	122	4,786	1,886	6,672
Transportation equipment.....	7	.....	7	1,202	28	1,230
Mining.....	69	.....	69	2,909	.....	2,909
Construction.....	359	.....	359	82,364	8	82,372
Transportation (except seamen).....	344	5	349	48,351	141	48,492
Communications and public utility.....	15	.....	15	1,547	12	1,559
Trade and service.....	86	66	152	7,538	2,642	10,180
Other skilled and semi-skilled.....	617	13	630	37,224	1,930	39,154
Foremen.....	29	2	31	5,884	385	6,269
Apprentices.....	29	1	30	9,468	26	9,494
Unskilled Workers.....	2,655	224	2,879	207,800	36,657	244,457
Food and tobacco.....	53	66	119	9,112	11,776	20,888
Lumber and lumber products.....	88	4	92	23,313	671	23,934
Metalworking.....	28	15	43	12,299	824	13,123
Construction.....	2,139	.....	2,139	106,406	2	106,408
Other unskilled workers.....	347	139	486	56,670	23,384	80,054
GRAND TOTAL.....	9,859	7,996	17,855	570,789	163,893	734,682

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 29, 1960
 (SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽¹⁾			Registrations		
	(1) Dec. 29, 1960	Previous Month Dec. 1, 1960	Previous Year Dec. 31, 1959	(1) Dec. 29, 1960	Previous Month Dec. 1, 1960	Previous Year Dec. 31, 1959
Newfoundland	189	285	294	21,869	15,278	22,749
Corner Brook	13	16	38	5,275	3,018	4,457
Grand Falls	1	5	8	2,238	1,533	2,053
St. John's	175	264	248	17,356	10,727	16,239
Prince Edward Island	63	71	74	4,841	2,543	5,136
Charlottetown	38	44	52	3,068	1,509	3,283
Summerside	25	27	22	1,773	1,034	1,853
Nova Scotia	660	1,232	502	30,316	20,922	30,155
Amherst	15	15	14	1,413	968	1,380
Bridgewater	10	13	14	2,208	1,234	2,244
Halifax	409	961	311	5,438	5,265	5,795
Inverness				1,047	389	1,194
Kentville	49	69	36	3,234	2,023	3,008
Liverpool	15	8	7	772	509	732
New Glasgow	24	28	18	4,347	2,509	4,612
Springhill				1,161	981	1,408
Sydney	79	72	13	5,798	3,960	4,808
Truro	33	25	20	2,191	1,439	2,151
Yarmouth	26	41	69	2,707	1,645	2,823
New Brunswick	673	1,032	712	32,153	20,072	30,858
Bathurst	28	19	11	5,356	2,600	5,117
Campbelltown	3	80	13	2,587	1,620	1,703
Edmundston	11	8	4	2,478	1,129	1,994
Fredericton	86	154	97	2,166	1,579	2,299
Minto	37	50	38	659	473	675
Moncton	293	296	393	8,423	4,796	8,952
Newcastle	2	13	2	2,687	1,512	2,976
Saint John	149	316	101	3,685	3,422	2,615
St. Stephen	35	22	17	1,760	1,315	2,160
Sussex	4	16	23	787	571	743
Woodstock	25	58	23	1,665	1,055	1,624
Quebec	3,685	5,081	4,011	227,357	154,840	221,400
Alma	4	13	9	2,358	1,342	2,796
Asbestos	2	18	1	965	652	913
Baie Comeau	115	27	2	764	533	961
Beauharnois	8	13	11	1,851	1,170	1,638
Buckingham	13	23	7	1,382	984	1,225
Causapscal	87	141	45	2,241	1,023	1,793
Chandler	51	52	19	2,163	647	2,135
Chicoutimi	94	95	91	2,397	1,936	2,132
Cowansville	9	26	10	604	380	939
Dolbeau	62	83	6	1,324	1,054	1,262
Drummondville	32	57	17	2,918	2,147	2,920
Farnham	5	8	14	891	575	884
Forestville	4	1	65	784	336	867
Gaspé	22	2	15	1,690	835	1,741
Granby	11	5	58	3,496	2,330	2,826
Hull	52	76	21	4,569	3,526	4,531
Joliette	27	37	68	5,298	3,625	5,799
Jonquière	24	23	11	2,935	2,523	2,809
Lachute	12	11	14	1,112	809	993
La Malbaie	14	50	7	2,115	1,020	2,349
La Tuque	9	97	437	1,067	649	877
Lévis	18	22	33	5,439	3,339	4,873
Louiseville	12	35	10	1,404	1,115	1,614
Magog		5		888	656	871
Maniwaki	9	11	63	1,084	760	815
Matane	13	24	15	2,512	923	3,255
Mégantic	7	53		1,457	989	1,460
Mont-Laurier	12	13	22	1,143	758	890
Montmagny	5	9	16	2,193	1,165	2,272
Montreal	1,391	1,874	1,500	82,958	60,156	75,805
New Richmond	138	109	2	2,054	1,144	2,225
Port Alfred		2	4	1,307	605	1,321
Quebec	315	388	268	15,024	11,068	15,757
Rimouski	46	68	73	4,384	2,574	4,810
Rivière du Loup	12	18	9	4,680	2,499	5,023
Roberval	47	49	23	1,340	1,049	1,287
Rouyn	116	169	86	2,904	2,183	2,467
Ste. Agathe	21	69	28	1,251	801	1,319
Ste. Anne de Bellevue	61	48	40	1,476	958	1,338
Ste. Thérèse	9	17	7	3,146	2,208	3,312
St. Hyacinthe	24	31	27	3,550	2,098	4,568
St. Jean	41	89	47	2,774	2,098	2,998
St. Jérôme	25	56	60	2,929	2,626	2,989
Sept-Îles	127	181	162	2,618	1,748	1,925
Shawinigan	66	79	29	5,137	3,313	5,087
Sherbrooke	181	228	136	6,736	4,446	6,730
Sorel	49	74	34	3,296	1,981	3,433
Thetford Mines	10	25	31	2,596	1,458	2,808
Trois-Rivières	66	79	117	6,580	4,163	6,572

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 29, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Dec. 29, 1960	Previous Month Dec. 1, 1960	Previous Year Dec. 31, 1959	(1) Dec. 29, 1960	Previous Month Dec. 1, 1960	Previous Year Dec. 31, 1959
Quebec—Cont'd.						
Val d'Or.....	26	57	57	2,267	1,850	1,821
Valleyfield.....	4	14	41	3,113	2,214	2,834
Victoriaville.....	15	88	14	3,426	2,156	3,525
Ville St. Georges.....	162	239	129	2,767	1,643	3,006
Ontario	7,164	10,605	7,835	238,878	182,266	217,066
Arnprior.....	12	24	32	456	278	387
Barrie.....	37	7	8	1,705	1,281	1,712
Belleville.....	87	251	34	2,391	1,891	2,235
Bracebridge.....	74	79	22	1,736	1,083	1,616
Brampton.....	18	17	8	1,741	1,394	2,115
Brantford.....	33	49	103	3,914	3,342	3,636
Brockville.....	41	41	21	960	730	761
Carleton Place.....	10	12	3	447	257	464
Chatham.....	99	76	21	2,649	2,080	2,474
Cobourg.....	42	47	20	1,238	968	1,148
Collingwood.....	5	1	8	1,389	882	1,153
Cornwall.....	89	109	102	4,334	3,303	4,071
Elliot Lake.....	17	42	49	423	317	427
Fort Erie.....	5	4	5	977	809	876
Fort Frances.....	22	10	17	760	603	685
Fort William.....	56	64	131	3,407	2,319	3,406
Galt.....	44	165	104	2,432	1,872	1,655
Gananoque.....	1	—	7	500	336	438
Goderich.....	2	9	7	862	631	771
Guelph.....	24	110	47	3,021	1,996	2,165
Hamilton.....	667	647	636	19,691	16,218	15,853
Hawkesbury.....	11	7	14	1,305	741	1,197
Kapuskasing.....	10	8	63	869	957	737
Kenora.....	8	8	14	1,015	841	952
Kingston.....	72	77	78	2,403	2,110	2,593
Kirkland Lake.....	40	69	66	1,727	1,439	1,590
Kitchener.....	100	100	129	5,959	3,088	4,511
Leamington.....	22	19	27	1,772	1,036	1,363
Lindsay.....	23	8	26	856	591	891
Listowel.....	42	32	11	679	362	564
London.....	280	1,150	370	6,886	5,469	6,351
Long Branch.....	101	107	127	6,115	4,209	4,994
Midland.....	5	25	12	1,546	810	1,475
Napanee.....	6	6	3	857	529	852
Newmarket.....	17	35	32	1,785	1,369	2,048
Niagara Falls.....	30	156	200	3,573	2,789	3,314
North Bay.....	20	34	4	2,444	1,865	2,078
Oakville.....	74	94	82	1,255	1,031	1,347
Orillia.....	11	7	23	1,724	1,180	1,268
Oshawa.....	61	82	261	5,037	4,471	5,815
Ottawa.....	1,690	765	1,609	7,281	6,058	7,050
Owen Sound.....	25	35	48	2,355	1,526	2,570
Parry Sound.....	1	—	1	674	380	744
Pembroke.....	55	59	60	2,142	1,758	2,214
Perth.....	22	16	17	786	575	796
Peterborough.....	38	37	41	4,311	3,339	3,633
Picton.....	5	3	9	706	391	745
Port Arthur.....	135	269	118	4,710	3,401	4,438
Port Colborne.....	8	50	9	1,385	1,051	1,241
Prescott.....	37	20	20	1,234	734	1,244
Renfrew.....	11	15	5	815	451	843
St. Catharines.....	88	95	76	5,913	3,998	5,457
St. Thomas.....	24	91	36	1,591	1,396	1,626
Sarnia.....	68	65	57	3,629	3,048	2,746
Sault Ste. Marie.....	160	130	155	4,129	3,480	2,293
Simcoe.....	34	90	54	1,534	906	1,518
Sioux Lookout.....	123	10	10	217	186	248
Smiths Falls.....	9	1	14	673	449	576
Stratford.....	22	36	18	1,201	810	1,243
Sturgeon Falls.....	16	14	2	1,137	906	1,201
Sudbury.....	263	494	104	4,733	4,002	4,308
Tillsonburg.....	17	18	10	500	323	483
Timmins.....	18	27	78	2,462	2,031	2,365
Toronto.....	1,534	3,354	1,977	57,497	43,391	53,203
Trenton.....	23	58	48	1,113	809	1,051
Walkerton.....	36	23	13	1,364	846	1,050
Wallaceburg.....	13	14	6	1,008	666	956
Welland.....	63	74	38	2,930	2,508	1,946
Weston.....	160	173	85	4,763	3,754	4,945
Windsor.....	136	764	164	11,428	10,309	10,716
Woodstock.....	12	17	26	1,817	1,307	1,629
Manitoba	1,229	3,579	1,575	29,913	22,540	26,711
Brandon.....	118	179	106	2,984	2,028	2,955
Dauphin.....	19	17	15	2,018	1,366	1,994
Flin Flon.....	23	47	5	243	267	316
Portage la Prairie.....	65	58	24	1,546	1,002	1,441
The Pas.....	61	57	22	454	335	406
Winnipeg.....	943	3,221	1,403	22,668	17,342	19,599

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 29, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Dec. 29, 1960	Previous Month Dec. 1, 1960	Previous Year Dec. 31, 1959	(1) Dec. 29, 1960	Previous Month Dec. 1, 1960	Previous Year Dec. 31, 1959
Saskatchewan.....	760	1,202	556	23,998	16,244	22,628
Estevan.....	20	24	34	685	506	631
Lloydminster.....	15	20	8	635	406	508
Moose Jaw.....	47	97	54	1,839	1,474	1,888
North Battleford.....	45	47	14	1,499	1,070	1,427
Prince Albert.....	272	75	39	2,815	2,004	2,666
Regina.....	157	178	180	5,862	3,934	5,332
Saskatoon.....	111	136	126	5,484	3,740	4,877
Swift Current.....	23	67	35	1,215	797	1,178
Weyburn.....	10	34	11	690	437	617
Yorkton.....	60	524	55	3,274	1,876	3,506
Alberta.....	2,186	1,821	1,849	36,918	30,872	30,877
Blairmore.....	10	2	8	463	363	568
Calgary.....	432	381	618	11,427	10,805	9,410
Drumheller.....	8	10	13	442	354	439
Edmonton.....	1,414	1,056	892	16,599	13,029	14,691
Edson.....	57	45	54	597	678	627
Grande Prairie.....	108	48	—	1,132	854	—
Lethbridge.....	61	66	109	3,115	2,224	2,717
Medicine Hat.....	49	149	80	1,497	1,209	1,133
Red Deer.....	47	64	75	1,646	1,356	1,292
British Columbia.....	1,246	1,823	1,468	85,439	72,402	72,588
Chilliwack.....	27	34	17	2,627	2,059	2,306
Courtenay.....	9	11	7	1,857	1,411	1,792
Cranbrook.....	14	31	6	1,549	1,114	1,296
Dawson Creek.....	17	16	10	1,175	969	1,256
Duncan.....	20	33	20	1,518	880	980
Kamloops.....	8	14	2	1,630	1,509	1,416
Kelowna.....	17	13	3	2,045	1,254	1,831
Kitimat.....	29	30	39	245	218	226
Mission City.....	58	23	10	1,797	1,406	1,627
Nanaimo.....	28	55	10	1,999	1,372	1,668
Nelson.....	7	218	18	1,456	1,186	1,386
New Westminster.....	144	330	141	11,861	10,198	9,886
Penticton.....	12	8	4	2,114	1,341	1,993
Port Alberni.....	41	25	15	1,170	870	856
Prince George.....	27	35	34	2,545	2,884	2,048
Prince Rupert.....	11	13	14	2,681	1,802	1,857
Princeton.....	7	34	7	663	551	571
Quesnel.....	12	52	17	1,307	1,380	925
Trail.....	65	64	34	1,183	918	1,359
Vancouver.....	570	559	873	35,362	30,896	29,324
Vernon.....	6	12	5	2,696	2,169	2,266
Victoria.....	106	192	151	5,328	5,468	5,059
Whitehorse.....	11	21	31	631	547	660
Canada.....	17,855	26,731	18,876	734,682	537,979	680,168
Males.....	9,859	15,932	9,097	570,789	393,856	522,206
Females.....	7,996	10,799	9,779	163,893	144,123	157,962

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1955-1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,118
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,886	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1960.....	958,300	641,872	316,428	86,848	252,019	302,048	198,474	118,911

TABLE D-6—VACANCIES¹ AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 3, TO DECEMBER 30, 1960

(Form: U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario						
	Vacancies Placements		Reg- ular	Trans- fers out		Reg- ular	Cas- ual		Vacan- cies Placements	Reg- ular	Trans- fers out	Vacan- cies Placements	Reg- ular	Trans- fers out	Vacan- cies Placements	Reg- ular	Trans- fers out	Vacan- cies Placements	Reg- ular	Trans- fers out		
	Vacan- cies Notifi- ed	Reg- ular	Trans- fers out	Vacan- cies Notifi- ed	Reg- ular	Trans- fers out	Vacan- cies Notifi- ed	Reg- ular	Vacan- cies Notifi- ed	Reg- ular	Trans- fers out	Vacan- cies Notifi- ed	Reg- ular	Trans- fers out	Vacan- cies Notifi- ed	Reg- ular	Trans- fers out	Vacan- cies Notifi- ed	Reg- ular	Trans- fers out		
Agriculture.....	2	1,674	178	1,449	3	110	93	3	207	102	78	21	41	1,770	445	1,281	119	2,743	1,240	1,263	87	
Forestry.....	3	56	3	56	1	101	74	2	3	586	408	10	9	4,430	3,530	3	924	737	518	16	34	
Fishing and Trapping.....						2	1	.....	4	.....	.....	.....	14	4	9	9	.....	8	3	5	.....
Mining, Quarrying and Oil Wells.....	12	6	6	6	.....	146	139	4	9	50	36	4	3	536	195	67	93	356	263	13	21
Metal Mining.....	12	6	6	6	.....	133	133	.....	9	8	4	3	371	111	2	90	281	205	9	16	
Fuels.....						2	2	.....	9	42	32	.....	.....	136	61	62	3	9	5	3	.....
Non-Metal Mining, Quarrying, Clay and Sand Pits, and Prospecting.....						11	6	4	.....	.....	.....	.....	24	19	2	.....	48	42	1	5	.....
Manufacturing.....	1,119	101	1,092	74	19	22	1,487	1,156	49	728	516	107	10	13,861	10,682	836	195	17,773	11,786	2,917	622	
Foods and Beverages.....	11	5	3	45	6	18	193	190	41	1	105	72	16	1,502	1,189	141	36	2,605	1,630	409	75
Tobacco and Tobacco Products.....						11	11	.....	.....	2	2	2	.....	67	54	3	.....	493	421	2	3
Rubber Products.....						11	11	.....	.....	2	2	2	.....	77	50	9	.....	175	106	37	1
Leather Products.....						14	11	3	.....	4	2	2	.....	793	602	73	4	460	334	28	9
Textile Products (except clothing, textile and fur).....	1	1	1	2	.....	43	24	1	.....	15	34	2	.....	677	542	17	4	615	462	50	23
Wood Products.....	2	1	2	1	.....	88	36	15	1	157	105	6	.....	1,153	960	41	29	1,033	733	50	79
Paper Products.....	1,088	91	994	24	15	.....	43	24	3	43	24	3	5	976	735	98	25	683	556	256	33
Printing, Publishing and allied Industries.....						26	18	1	43	36	5	1	686	422	96	4	1,439	568	656	25		
Iron and Steel Products, Transportation Equipment and Metal Products.....	8	1	3	1	.....	350	273	70	164	138	24	2	1,249	923	82	15	2,708	1,883	355	155	
Electrical Apparatus and Supplies.....	3	2	1	1	1	1	1	1	1	1	1	3	1	393	274	13	1	1,114	806	39	49
Non-Metallic Mineral Products, Products of Petroleum and Coal, and Chemical Products.....						670	557	6	31	80	64	3	1	1,126	897	38	6	1,679	1,192	198	66	
Miscellaneous Manufacturing Industries.....						20	11	5	.....	24	9	12	.....	472	234	78	61	863	661	109	20
						13	4	1	.....	3	3	1	1	393	274	13	1	1,114	806	39	49
						3	1	1	.....	13	11	4	.....	151	108	15	1	418	297	50	5
						4	2	3	.....	5	2	18	.....	33	16	2	30	21	30	1	1
						19	2	3	.....	30	1	28	.....	459	200	56	1	979	587	247	40
						2	1	.....	.....	27	16	3	.....	572	433	46	3	1,188	836	143	27

Construction	299	245	40	18	254	127	67	1,037	674	149	79	1,826	1,531	165	13	9,298	7,279	696	377	11,008	8,659	1,812		
General Contractors.....	287	240	37	18	194	100	53	1	721	519	89	59	1,594	1,332	112	8	6,360	5,089	399	265	7,770	5,819	1,121	
Special Trade Contractors.....	12	5	3	.....	60	27	14	.....	316	155	60	20	232	139	53	5	2,848	2,190	287	112	3,238	2,240	691
Transportation, Storage and Communication	17	11	2	1	535	11	506	8	571	94	432	19	512	214	249	18	5,811	753	4,802	7	3,741	1,384	1,996	
Transportation.....	13	8	2	.....	533	8	505	8	540	82	425	19	484	201	240	17	5,474	572	4,740	3	3,063	1,084	1,769
Storage.....	1	1	1	.....	1	2	3	1	.....	25	12	5	5	5	1	4	79	21	42	20	4	443	202
Communication.....	3	2	.....	1	2	3	1	.....	25	12	5	5	5	1	2	5	288	160	20	4	235	98	184
Public Utility Operation	1	1	1	.....	3	3	3	.....	58	18	35	1	13	9	3	.....	75	36	4	1	334	242	58
Trade	179	111	17	.....	333	115	217	.....	1,497	856	381	16	1,113	676	338	2	7,713	4,838	1,246	20	13,888	8,690	2,570
Wholesale.....	58	14	7	163	20	132	437	150	207	4	361	154	176	2	2,039	1,455	454	5	3,716	2,442	1,057
Retail.....	121	97	10	170	95	85	1,060	706	174	12	732	522	162	162	2	5,654	3,683	792	15	10,142	6,648	1,513
Finance, Insurance and Real Estate	19	5	1	.....	12	9	4	.....	164	72	26	3	62	25	10	1	740	437	30	1	1,649	927	171
Service	1,117	769	90	.....	560	373	164	3	3,989	2,152	1,358	89	5,913	4,299	971	81	30,603	22,450	4,149	204	40,298	24,038	8,634
Community or Public Service.....	13	3	3	.....	45	26	15	.....	270	155	81	1	218	92	74	.....	1,252	992	240	21	2,089	1,175	340
Government Service.....	928	722	28	.....	244	227	10	3	1,992	1,419	388	78	4,416	3,799	331	78	16,242	14,512	652	69	21,470	13,212	16,108
Recreation Service.....	8	1	2	.....	3	3	1	.....	27	23	1	1	31	19	5	.....	216	136	24	2	1,593	1,175	340
Business Service.....	5	3	6	.....	6	5	1	.....	136	46	57	4	67	39	17	3	1,671	1,252	190	4	2,229	1,072	1,406
Personal Service.....	163	40	57	.....	262	112	138	.....	1,564	509	831	5	1,181	350	544	.....	10,922	5,556	3,443	108	14,108	5,454	5,863
Totals	2,768	1,249	1,155	19	3,501	836	2,429	15	9,162	5,329	425	10,909	7,792	1,878	178	74,761	50,619	13,123	1,941	92,415	57,150	19,455		
Male.....	2,399	994	1,135	19	2,734	580	915	15	6,286	1,833	448	8,803	448	6,776	1,331	177	52,143	36,248	9,779	1,774	58,502	36,635	14,264	
Female.....	378	245	23	.....	767	26	514	.....	2,876	1,720	686	27	2,106	1,216	447	1	21,618	14,371	3,344	167	32,913	20,545	5,191

(1) Current and deferred vacancies reported during the period.

TABLE D-6—VACANCIES: AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 3, TO DECEMBER 30, 1960

(Source: U.I.C. 751)

Public Utility Operation		7	67	1	97	17	5	.....	122	108	7	1	131	109	10	.....	911	610	123	5
Trade.	1,380	1,195	16	1,974	1,140	597	3	2,717	1,659	730	6	3,042	1,860	691	15	35,422	21,325	7,982	786	
Wholesale.	554	803	7	541	205	288	2	1,078	573	407	4	771	458	191	2	10,723	5,225	3,702	87	
Retail.	1,539	392	9	1,423	935	329	1	1,639	1,086	323	2	271	1,432	500	13	24,699	16,050	4,280	699	
Finance, Insurance and Real Estate	274	125	33	.....	131	4	.....	379	218	36	.....	445	276	24	.....	3,933	2,225	339	48	
Service	4,404	2,241	17	6,855	4,408	982	6	12,060	8,716	1,914	24	14,929	11,214	2,119	33	124,353	82,825	22,640	2,171	
Community or Public Service.....	7,573	4,661	268	71	318	154	92	2	7,706	401	97	16	699	448	76	5	6,371	3,74	1,089	104
Government Service.....	3,661	3,284	260	3	4,309	3,409	34	.....	7,470	6,585	127	4	9,630	8,356	612	11	70,185	58,421	4,035	1,652
Recreation Service.....	144	44	74	.....	44	15	19	.....	94	63	27	.....	118	86	16	.....	1,155	619	309	9
Business Service.....	146	100	44	.....	164	88	27	.....	492	263	131	.....	457	282	71	3	5,373	3,150	1,235	105
Personal Service.....	3,161	708	1,792	11	1,939	742	810	4	3,844	1,406	1,859	4	4,125	2,042	1,344	14	41,261	16,321	15,981	301
Totals,	16,855	9,585	4,733	476	11,904	7,405	2,296	51	23,347	16,938	3,817	84	24,945	17,938	3,948	333	270,567	173,835	55,373	7,508
Male.	10,346	5,865	3,017	457	8,201	5,118	1,616	50	15,663	11,262	2,569	56	14,247	10,223	2,410	310	181,315	117,110	39,988	5,952
Female.	6,509	3,584	1,716	19	3,703	2,287	650	1	7,684	4,796	1,248	28	10,698	7,715	1,538	23	89,252	56,725	15,384	1,556

(1) Current and deferred vacancies reported during the period.

E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,
DECEMBER 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	10.6	44,634	1,079,506
Prince Edward Island.....	2.3	9,677	198,370
Nova Scotia.....	16.7	69,978	1,496,185
New Brunswick.....	15.8	66,313	1,441,301
Quebec.....	120.6	566,653	11,596,805
Ontario.....	130.0	546,094	13,226,431
Manitoba.....	18.2	76,461	1,736,699
Saskatchewan.....	11.6	48,481	1,147,749
Alberta.....	22.7	95,490	2,335,499
British Columbia.....	51.9	218,062	5,506,989
Total, Canada, December 1960.....	400.4	1,681,843	39,765,534
Total, Canada, November 1960.....	272.9	1,146,188	26,583,608
Total, Canada, December 1959.....	361.5	1,518,168	32,661,333

**TABLE E-2—CLAIMANTS* CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL,
DECEMBER 30, 1960**

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim							Percent- age Postal	December 31, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	754,117	287,325	166,201	122,473	64,393	35,752	22,450	55,523	35.2	685,689
Male.....	594,232	239,452	134,730	99,064	48,915	24,304	14,550	33,217	38.1	535,683
Female.....	169,885	47,873	31,471	23,409	15,478	11,448	7,900	22,306	24.3	150,006
Newfoundland.....	32,463	12,905	10,509	4,514	1,715	740	467	1,613	83.1	29,772
Male.....	30,688	12,478	10,190	4,274	1,547	608	353	1,238	84.6	28,351
Female.....	1,775	427	319	240	168	132	114	375	56.8	1,421
Prince Edward Island.....	6,415	2,361	2,725	782	209	103	46	189	80.5	6,821
Male.....	5,386	2,078	2,294	655	165	63	28	103	82.2	5,860
Female.....	1,029	283	431	127	44	40	18	86	71.7	971
Nova Scotia.....	39,439	18,728	8,172	4,870	2,632	1,501	938	2,598	50.3	33,694
Male.....	35,284	17,700	7,297	4,274	2,109	1,189	705	1,920	51.1	29,210
Female.....	4,155	1,028	875	596	433	312	233	678	43.5	4,484
New Brunswick.....	34,568	12,845	9,481	5,611	2,560	1,231	893	1,947	67.9	32,711
Male.....	29,181	11,614	8,075	4,543	2,028	926	673	1,322	69.4	27,191
Female.....	5,387	1,231	1,406	1,068	532	305	220	625	59.4	5,520
Quebec.....	220,345	93,030	48,405	34,912	18,055	10,820	6,851	17,272	34.7	221,122
Male.....	177,854	77,023	38,329	27,814	13,398	7,259	4,281	9,750	37.8	172,042
Female.....	51,491	16,007	10,076	7,098	4,657	3,561	2,570	7,522	23.7	49,080
Ontario.....	234,136	87,505	48,630	36,618	20,342	12,465	8,099	20,477	21.6	209,867
Male.....	172,570	67,956	36,763	27,856	14,529	8,322	5,183	11,961	22.5	153,153
Female.....	61,566	20,549	11,867	8,782	5,813	4,143	2,916	8,516	19.0	56,714
Manitoba.....	32,127	10,884	7,304	6,802	2,941	1,752	854	1,590	31.9	26,467
Male.....	26,119	9,081	6,168	5,754	2,316	1,240	556	1,004	35.7	20,830
Female.....	6,008	1,803	1,136	1,048	625	512	298	586	15.5	5,637
Saskatchewan.....	22,937	8,207	5,805	4,759	1,827	823	491	1,025	51.9	21,256
Male.....	19,033	7,061	5,098	4,130	1,407	506	283	548	55.4	17,577
Female.....	3,904	1,146	707	629	420	317	208	477	34.6	3,679
Alberta.....	35,985	12,300	7,913	7,494	3,599	1,762	875	2,042	30.9	29,984
Male.....	29,366	10,666	6,778	6,360	2,707	1,093	521	1,181	32.5	24,213
Female.....	6,679	1,634	1,135	1,134	892	669	354	861	23.8	5,771
British Columbia.....	86,702	28,560	17,257	16,111	10,513	4,555	2,936	6,770	30.9	73,995
Male.....	68,811	23,795	13,738	13,404	8,619	3,098	1,967	4,190	32.7	57,266
Female.....	17,891	4,765	3,519	2,707	1,894	1,457	969	2,580	23.7	16,729

* Changes in the wording of this heading do not involve any change in concept.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
DECEMBER, 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	18,847	17,025	1,822	20,110	16,733	3,377	4,878
Prince Edward Island.....	4,414	3,948	466	4,587	4,169	418	824
Nova Scotia.....	26,853	16,833	10,020	24,949	22,659	2,290	6,388
New Brunswick.....	21,485	17,735	3,750	20,489	17,674	2,815	4,916
Quebec.....	139,588	101,736	37,852	126,778	108,785	17,993	42,886
Ontario.....	140,941	97,990	42,951	132,929	115,581	17,348	39,353
Manitoba.....	17,156	12,596	4,560	16,943	14,630	2,313	4,290
Saskatchewan.....	13,203	10,190	3,013	13,086	11,179	1,907	3,513
Alberta.....	19,193	13,336	5,857	20,185	17,440	2,745	4,360
British Columbia.....	46,639	33,622	13,017	49,904	41,645	8,259	11,019
Total, Canada, December 1960	448,319	325,011	123,308	429,960	370,495	59,465	122,427
Total, Canada, November 1960	304,416	207,409	97,007	250,461	197,524	52,937	104,068
Total, Canada, December 1959	441,645	338,584	103,061	401,608	341,973	59,635	139,074

* In addition, revised claims received numbered 52,580.

† In addition, 49,541 revised claims were disposed of. Of these, 5,988 were special requests not granted and 1,226 were appeals by claimants. There were 13,553 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—November.....	4,160,000	3,674,800	485,200*
October.....	4,042,000	3,711,800	330,200
September.....	4,037,000	3,757,500	279,500
August.....	4,040,000	3,759,800	280,200
July.....	4,024,000	3,729,900	294,100
June.....	4,045,000	3,751,600	296,400
May.....	3,985,000	3,623,700	364,300
April.....	4,222,000	3,507,100	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,900	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500

* By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1960—February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7
July.....	127.5	120.5	143.9	110.8	123.0	137.6
August.....	127.9	121.7	144.0	110.3	123.1	137.7
September.....	128.4	123.3	144.2	110.5	123.3	137.6
October.....	129.4	125.8	144.3	111.2	123.5	137.8
November.....	129.6	125.5	144.5	112.5	123.5	138.3
December.....	129.6	125.3	144.6	112.6	123.5	138.3
1961—January.....	129.2	124.4	144.7	111.6	123.3	138.3
February.....	128.9	123.4	144.7	111.6	123.3	138.3

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JANUARY 1961

(1949=100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Jan. 1960	Dec. 1960	Jan. 1961					
(1) St. John's, Nfld.....	114.7	116.3	116.2	109.9	115.3	110.3	111.7	132.9
Halifax.....	127.1	128.4	127.9	118.7	135.3	121.2	120.1	140.4
Saint John.....	129.1	130.3	130.0	124.5	140.4	120.7	124.0	142.9
Montreal.....	127.8	129.7	129.4	129.5	146.0	107.2	118.7	138.9
Ottawa.....	128.1	130.1	129.7	124.8	149.2	115.0	121.9	138.3
Toronto.....	129.7	131.8	131.3	124.0	152.9	114.2	124.0	140.3
Winnipeg.....	124.7	127.8	127.3	123.7	135.7	117.3	120.1	137.2
Saskatoon—Regina.....	123.8	125.4	125.1	121.6	124.9	124.0	125.9	129.4
Edmonton—Calgary.....	123.6	125.3	125.1	119.2	125.6	121.1	127.4	133.5
Vancouver.....	129.3	130.7	130.3	125.2	137.8	116.0	135.8	137.1

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 763, July 1960 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1956-61

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			Duration in Man-Days	Per Cent of Estimated Working Time	
		Strikes and Lockouts	Workers Involved				
				Man-Days	Per Cent of Estimated Working Time		
1956.....	221	229	88,680	1,246,000	0.11		
1957.....	242	249	91,409	1,634,880	0.14		
1958.....	253	262	112,397	2,872,340	0.24		
1959.....	203	218	100,127	2,286,900	0.19		
*1960.....	272	278	48,812	747,120	0.06		
*1960: January.....	12	18	3,513	59,760	0.06		
February.....	16	27	4,487	52,850	0.05		
March.....	21	30	3,381	29,270	0.03		
April.....	16	30	2,482	21,480	0.02		
May.....	22	39	7,191	75,260	0.07		
June.....	24	41	7,249	51,240	0.04		
July.....	22	37	5,186	39,100	0.03		
August.....	32	43	10,856	127,560	0.11		
September.....	33	57	13,072	115,280	0.10		
October.....	34	59	9,242	92,640	0.09		
November.....	28	61	5,889	52,520	0.05		
December.....	12	29	1,891	30,160	0.03		
*1961: January.....	6	21	2,346	28,140	0.03		

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JANUARY 1961, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....			
Manufacturing.....	11	1,587	25,430
Construction.....	4	624	1,740
Transportation, etc.....	1	21	420
Public utilities.....			
Trade.....	5	114	550
Service.....			
All industries.....	21	2,346	28,140

TABLE G-3—STRIKES AND LOCKOUTS, JANUARY 1961, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....			
New Brunswick.....			
Quebec.....	6	614	12,640
Ontario.....	14	1,241	10,590
Manitoba.....			
Saskatchewan.....			
Alberta.....			
British Columbia.....	1	491	4,910
Federal.....			
All jurisdictions.....	21	2,346	28,140

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
JANUARY 1961**

(Preliminary)

Industry — Employer — Location	Union	Workers In- volved	Duration in Man-Days		Starting Date — Termin- ation Date	Major Issues ~ Result
			January	Accu- mulated		
MANUFACTURING— <i>Paper Products—</i> Building Products, Pont-Rouge, Que.	Pulp and Paper Workers' Federation (CNTU)	290 (20)	7,540	16,240	Nov. 24	Wages~
<i>Iron and Steel Products—</i> Canadian Timken, St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	275 (70)	3,580	32,100	Aug. 12 Jan. 19	Wages, working conditions, fringe benefits~Wage increase of 4% retroactive to Aug. 14, 1960, 4% eff. Jan. 17, 1962, 2% eff. Jan. 17, 1963; improved working conditions and fringe benefits.
<i>Transportation Equipment—</i> Burrard Dry Dock, North Vancouver, B.C.	Shipyard Workers Loc. 1 (CLC)	491	4,910	4,910	Jan. 18	Wages~
<i>Miscellaneous Manufacturing Industries—</i> Sperry Gyroscope Co. of Canada, St. Laurent, Que.	I.U.E. Loc. 514 (AFL-CIO/CLC)	155	2,920	18,420	Sept. 15	Wages~
CONSTRUCTION— Three Construction Firms, Maitland, Ont.	Plumbers Loc. 221 (AFL-CIO/CLC)	150	600	600	Jan. 3 Jan. 9	Away-from-home allowance~Return of workers pending result of negotiations in progress.
Master Plumbers and Mechanical Contractors Association, London, Ont.	Plumbers Loc. 593 (AFL-CIO/CLC)	439	660	660	Jan. 10 Jan. 12	Travelling expenses outside old city boundaries~Return of workers; arbitrator ruled expenses payable outside old city boundaries.

Figures in parentheses indicate the number of workers indirectly affected.